

RECRUITER

United States Army Recruiting Command December 2002

Journal



ARMY COLLEGE TOUR



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Recruiter

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12 Citizenship and Enlistment in the United States Army

On July 3, 2002, President George W. Bush issued Executive Order 13269, providing expedited naturalization for aliens and non-citizen nationals serving in an active duty status in the Armed Forces of the U.S. during the period of Operation Enduring Freedom.



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What's a gunner's badge? Well, a gunner's badge is what you get when you personally recruit someone into the Army.

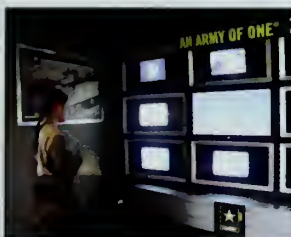


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This is the third in a series of three articles on stress management for Army recruiters. This month we will discuss the last two rules, how to use, and lose, your stress.



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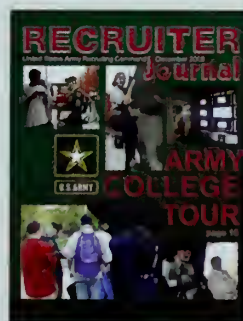
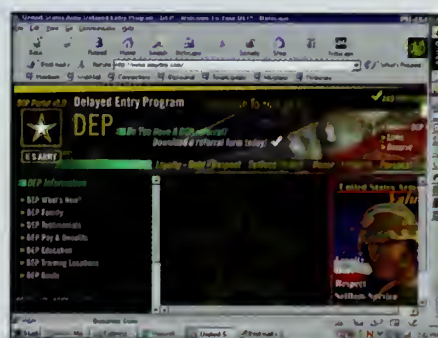
The Army college tour exhibit is designed to max out college students' interest. The 53-foot interactive trailer can test the skills of attendees while inciting a sense of adventure and inspiration.

19 Deputy Commanding General Bids Farewell

BG Bernie Negrete departed USAREC and will take over as Deputy Commanding General/Chief of Staff for the U.S. Army Accessions Command.

20 AKO Helps Recruiters Win in DEP Sustainment

With a recruiter sponsor, DEP members can now join soldiers worldwide by going to the Army Knowledge Online Web site and applying for a guest AKO account. The vision of integrating DEP with AKO is to make the DEP feel like a soldier, and a part of our team.



Photos taken by Mary Miller, Sacramento Recruiting Battalion.

Army Leadership Says Thank You

For quite some time I've been telling you that the senior Army leadership and our Nation's leaders recognize and acknowledge your tremendous contributions and the unprecedented success you have achieved.

It is one thing for me to tell you; however, I feel nothing says it better than this message from LTG Dennis D. Cavin, the previous USAREC Commanding General and now the Commanding General of the U.S. Army Accessions Command. I am certain you will agree.

CONGRATULATIONS to USAREC for such an absolutely amazing recruiting year. You have set a benchmark that I can only marvel at. Our Army has never been better served by its Recruiting Command than in the year 2002.

When I look at the statistics, I know without hesitation that those great soldiers, noncommissioned officers, officers, and civilians have selflessly given of their time and their talents to achieve this unprecedented success.

I also want to thank your team of spouses. What a combat multiplier they are. We can never repay our spouses for their dedication to us and to our Army. They are extra special in every way; may we never forget to acknowledge their extraordinary contributions to our Army.

Our Nation is preparing for yet another challenge. We do not know what we will be asked to do in the coming months. What we do know is that it is the resiliency and strength of our people that will rise up to the challenge.

President Bush's statement at the Washington Cathedral in the hours following 9/11 is especially meaningful to me, and I know to you all as well. He said, "Our Nation, THIS GENERATION, will lift the dark threat of violence from our people and our future. We will rally the world to this cause by our efforts, by our courage. We will not tire, we will not falter, and we will not fail."

The fulfillment of that promise starts on the backs of recruiters. Thank each of you for your commitment, your courage, your character, in doing this important work for our Nation.



MG Michael D. Rochelle

Again, congratulations for a spectacular year. I know we will continue the great winning path USAREC has established over the past three years.

God Bless,

LTG Dennis Cavin

Proud To Be Here, Proud To Serve!

"Grace and I wish each of you a wonderful holiday season! You and your wonderfully supportive USAREC families truly deserve it." — MG Rochelle

As LTG Cavin states, your role is critical to the Army delivering a decisive victory whenever and wherever our Nation calls. USAREC recruiters recruit the best and brightest young men and women that America has to offer and provide the strength for our Army. Every member of the USAREC team, as well as those in the DEP and DTP, contributes to that strength. I know you will continue this fine tradition as we achieve our mission for FY 03.

As we enter the close of the calendar year and the holiday season, I urge you all to take this opportunity to really enjoy time with your loved ones, family, and friends. Because of our successes in '02, we are postured unlike any recruiting year in recent history. We can invest more in our great USAREC families, while continuing to invest in the strength of our great Army. We can do both. I have challenged leaders at every level to ensure that we achieve this goal during the month of December.

Grace and I wish each of you a wonderful holiday season! You and your wonderfully supportive USAREC families truly deserve it.

How Do I Feel? I Feel Great!

I can't begin to count the number of times over the past several months I've been asked, "How do you feel?" My typical response is, "I feel great!" How else could I answer after the finish we had in FY 02 and fantastic start for FY 03.

My lovely bride of 29 years reminds me how little I've been home since August and she's right. God knows the CG and I haven't seen much of Fort Knox. However, when I'm among the soldiers of USAREC I never feel quite away from family. I actually look forward to this time of the year. It's Annual Training Conference season.

This year is different because we're recognizing the legitimate success of so many soldiers and teams. Four years ago you couldn't find success. I remember attending the New England ATC in 1999. The battalion leadership gave out numerous awards during the banquet. What struck me was that none of winners came close to achieving their assigned mission. We were rewarding failure. What New England did that year was typical of what was occurring throughout USAREC.

This year was different. The winner earned their awards and I had a great time. I not only had the honor of speaking at New England Battalion's ATC but assisted in handing out numerous plaques, trophies, Achievement Medals, ARCOMs, rings and medallions. I was amazed and very proud of what we've accomplished. I am confident that New England's recognition of excellence this year is the template characteristic throughout the command. I unfortunately will only get to four Conferences this year.

I observed something else at these conferences. I believe we've done a better job of putting training back in the ATC. I don't mean the mundane stuff like enlistment standards, misconduct etc. I know it's important but how enthusiastic can you get over don't ask and don't tell. No, I'm talking about sales training.

One battalion used some of Steve Carol's folks and another had Omar Periu giving a two-day sales training boot camp. The one I liked best was run by noncommissioned officers and included a retired state National Guard recruiting command sergeant major. I have my own opinion about the cost per training session but the proof of purchase is in improved performance. I did find it refreshing to see recruiters and leaders in the same classroom receiving the same training. This



CSM Roger Leturno

is important since they will be the ones to reinforce the lessons learned.

I am proud of the achievements of our noncommissioned officers. There are few organizations in the Army that can match your level of professionalism. There is no other organization that can match your sustained work ethic. Our leaders will continue to grow. Keeping up with new technologies and systems will be their challenge. They will need the self-discipline and will to become the competent confident leaders capable of continued success in FY 04 and beyond. I am hopeful that the changes we've made this year to the 79R-conversion program will produce that station commander able to lead teams to success.

Recruiting is an experience that brands itself on the soul and causes you forever after to view the world differently. The more profound and intense the experience, the hotter the brand and the deeper it's plunged into you. I am seared to the core of my being. For 22 years I have served USAREC. As a recruiter, station commander, trainer, first sergeant, and sergeant major.

My story is not unique. Many have shared similar experiences. They're senior noncommissioned officer leaders today. I look at our junior leaders coming behind us. I smile and report to the CG that the future looks very good from here.

How do I feel? I feel great! Good recruiting.

"Recruiting is an experience that brands itself on the soul and causes you forever after to view the world differently."

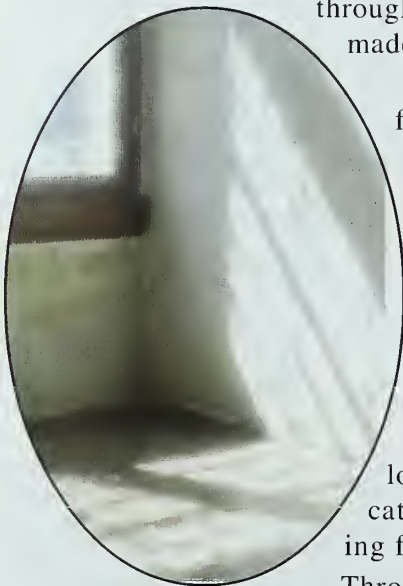
— CSM Leturno

The Habit of Enjoyment

One woman remembers a simple, yet significant moment in her life.

As a student, she recalls living in cramped quarters on practically no money and spending a lot of time making plans for the future. Once she graduated, she dreamed of finding a job, purchasing a car, getting married, moving into a big house, starting a family, and buying a shaggy dog. Her dreams of a bright tomorrow helped her through the discomforts of a gray present.

Then, one day, while studying for an exam in her tiny apartment, a moment of significance came. Curled up in a tattered old afghan, she noticed how good the amber shafts of autumn sunlight coming through a nearby window made her feel.



“They warmed me from the top of my head to the soles of my feet,” she recalls, “and I enjoyed the most incredible sense of well-being. It hit me then how many things there are about my life I loved, but that I often overlooked in my hurry to catch up with my exciting future.”

Throughout the years, poets and philosophers have noted our very human tendency to overlook the value of the present in anticipation of the future. It is as though we sometimes put ourselves on hold until our lives are the way we want them — the way we’ve planned for them to be.



Chaplain (LTC) Jim Stephen

A Chinese proverb has it that “people in the West are always getting ready to live.”

And yet, life goes on. It has been observed that “life is what happens to us while we are making other plans.” Indeed, the raw material of life is the present — the present hour, the present moment, the present second.

At times, we may find the present a difficult, even painful place to be. But taking note of the things we genuinely enjoy right now can help us cope. We can, in fact, cultivate that frame of mind which, in spite of our troubles, allows us to take a deliberate and thoughtful pleasure in something as beautifully ordinary as autumn sunlight streaming through the window.

During the holiday season this year, please take the time to appreciate life, family, friends, and co-workers. Make some space in your busy schedule to truly appreciate what is good about living in the world today, America, and the cause of freedom. Do not wait until the New Year, or until your time in recruiting is over. Appreciate and enjoy what you have — today.

Share with me your insight at James.Stephen@usarec.army.mil.



An operations NCO writes:

I am concerned about some of the moves that occurred Oct. 1, 2002. The Army Reserve RTs went away, along with the Army Reserve captains. These responsibilities now are forced upon the Army Reserve NCO who currently works operations. I understand and somewhat agreed with this, except for the part of ADAP (295th). Since production is not part of my job, how can we now justify us doing the RTs work. I believe 375 for all in recruiting is justified. Come work in any operations section and see how it's done (exceptions, wrong contacts, etc.). That is one of the reasons the RTs do not want to work operations or MEPS, hence they fail the course.

The Chief of Staff responds:

I received your inquiry regarding personnel moves that occurred on Oct. 1, 2002. Thank you for your input to the "The Way I See It."

The prior service mission transfer to the Army Reserve was completed on Oct. 1, 2002. The Chief of the Army Reserve, as part of that initiative, mandated the recent downsizing of USAREC's Active Guard Reserve (AGR) Force. Both on production AGR recruiters and staff AGR positions were reduced.

The U.S. Army Recruiting Command completed a thorough review of manpower requirements in support of the downsizing initiative. Each recruiting brigade provided recommendations and identified positions for potential deletion. The final list of positions was returned to each brigade for review before it was approved at HQ USAREC. Now, each brigade and battalion must shift job responsibilities as needed to implement these changes.

Special duty assignment pay is authorized in some instances based on duty assignment. Eligibility criteria and qualifications for different levels of SDAP are outlined in AR 614-200. I recommend that you address changes in your duties with your chain of command.

Thank you again for taking time to voice your concerns. For further information regarding AGR personnel issues, you may contact LTC Daniel Kirk at commercial (502) 626-0197, DSN 536-0197, or e-mail at daniel.kirk@usarec.army.mil

A recruiter writes:

The U.S. Army has taken great steps to increase education benefits to soldiers. One step that I greatly admire is eArmyU. My question is regarding the ability to enroll into this program. Currently, soldiers not assigned near an Army installation are left out of this opportunity. Will this program become eligible for the recruiters stationed near colleges that tuition is way too high to be enrolled there? I believe that in order for recruiters to encourage this program to new enlistees, we should be able to participate in it and continue our education of higher learning.



The Chief of Staff responds:

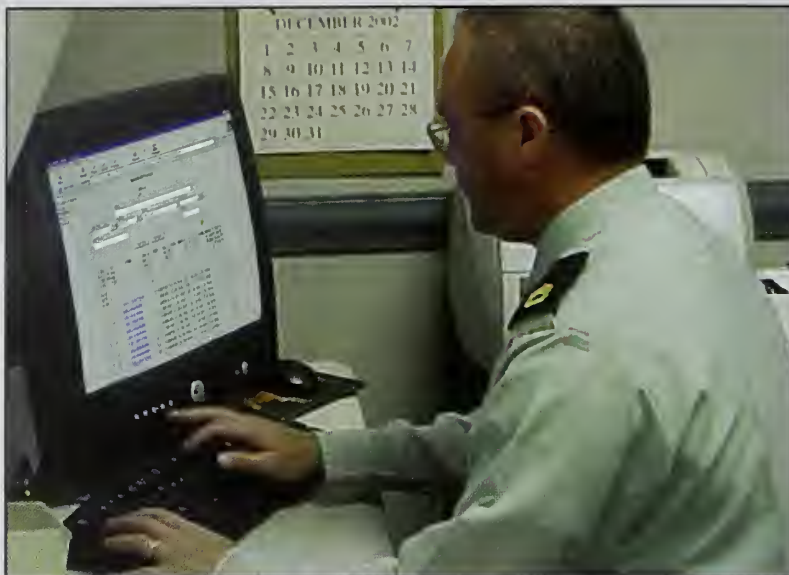
Thank you for your question to the "The Way I See It" Program concerning the expansion of Army University Access Online, commonly known as eArmyU, to allow recruiter participation in this new program.

In 2001, the Army launched eArmyU. It was first offered to soldiers who were stationed at Forts Benning, Campbell, and Hood. It was quickly recognized that eArmyU would not only assist recruiters in continuing their education, but it could also be used as an outstanding recruiting tool for potential applicants. To realize these benefits, the command requested that recruiters be allowed to enroll in the program. In March 2002, as eArmyU expanded to Forts Carson and Lewis, recruiters serviced by all five installations were allowed to enroll in the program. Since March, eArmyU expanded to Alaska, Hawaii and Forts Bragg and Drum.

Armywide implementation of the program is planned in January 2003. The projected fiscal year 2003 budget for eArmyU will require the Army Continuing Education System (ACES) to limit the number of new students in the program to 4,800. Installations will receive funding for new student distribution based on FY 01 tuition assistance enrollments. Education Centers will have to create an order of merit for enrollment in the program and provide allocations to the recruiting battalions. As more definitive guidance is received from the Department of Army on the expansion of eArmyU, we will provide this information to the field. You can find more information about the program at www.eArmyU.com and on the USAREC home page under "Professional Development."

Once again, thank you for responding to "The Way I See It" Program. The eArmyU action officer is William Kunisch at 1-800-223-3735, ext. 6-0771; DSN 536-0771; commercial (502) 626-0771; or e-mail at william.kunisch@usarec.army.mil.

TWISI letters can be sent e-mail to TWISI@usarec.army.mil. Written comments may be mailed to ATTN RCCS CHIEF OF STAFF, COMMANDER, US ARMY RECRUITING COMMAND, 1307 3RD AVE, FORT KNOX KY 40121-9972



SFC Christopher P. Gruber looks at the GCR's current day processing list in the "Select A Person" screen.

Guidance Counselor Redesign

By SFC Charles Dossett, Recruiting Operations

Guidance Counselor redesign is coming, and with it comes an important step towards a paperless recruiting process. GCR will move the functions and forms of guidance counselor sales to a Web-based program. As part of the larger Army Recruiting Information Support System product family, guidance counselor redesign contributes to ARISS providing a single system that all Army components can use to support recruiting tasks. GCR Web-based system will reduce administrative tasks, decrease data entry errors, improve information flow, and eliminate dependence on outdated systems.

The benefits of GCR start as soon as a recruiter projects an applicant to process. From the recruiter work station, the applicant packet will be transmitted directly to GCR, eliminating the current paper application. GCR's electronic packet validation will automatically let guidance counselors know the status of an enlistment packet. Additionally, packet GOs or NO GOs are automatically e-mailed to recruiters and leadership to let them know if corrections are required.

GCR provides the guidance counselor with the ability to receive projections, submit builds to the Recruit Quota System (REQUEST) for reservation processing, send DEP/Accession Data to the Military Entrance Processing Command, and complete the electronic enlistment packet, complete with electronic signatures. Additionally, GCR automatically creates dynamic enlistment annexes/addendums from data collected by the recruiter, entered by the guidance counselor, and received from REQUEST.

Along with GCR, guidance counselors will interact with an "electronic filing cabinet," Electronic Records Management (ERM). In fact, in 2003, more than 130,000 soldier records will be stored and managed by ERM. Forms and documents stored are

identified and placed inside predetermined locations in the enlistment packet. The unique packet file structure makes scanning and filing documents easy and accessible to users in the chain of command. Additionally, ERM's easy search function keeps applicants' packets always available, not hidden in a file drawer or on another guidance counselor's desk.

GCR also incorporates automated workflows. Guidance counselor scheduled QCs are routed through workflow processes for initial QC, pre-DEP/Access QC, and 10-30 Day Before Ship QC. Additionally, battalion day after residual files are routed to the battalion operations section for their approval. Workflows are also used to facilitate the timely transfer of exceptions, cancellations, requests for renegotiations, and waivers. These workflows let users know when an action needs to be completed, tracks what occurs, and who processes the action.

In preparation for the Feb. 3, 2003, release of GCR, end users will spend time in Fort Jackson, S.C., for training. Guidance counselors are scheduled to attend three days of intense training at Fort Jackson in December 2002.

The guidance counselors will learn how to use GCR and demonstrate their level of proficiency by taking a certification exam on the last day of training. Battalion and brigade users will receive one day of local (brigade area) training for their user roles. Additional time will likely be required for all users to become proficient with the new application. Conveniently, GCR has taken many of the screens used on the recruiter workstation and built them for use on the Web. Therefore, if you have used ARISS/LEADS in the past, many of the screens will be familiar to you. If you have not used the RWS, you will still find the GCR application to be user friendly and easy to learn.

(Editor's Note: William Heidenreich and Sonya Schrock contributed to this article.)

Top 10 List for ARISS Success

By MSG Steven Cardwell, Recruiting Operations

Many times we, in the Army Recruiting Information Support System, ARISS, office receive phone calls asking how a station commander or recruiter can improve their use of ARISS and use ARISS to drive production within the station. Because of this, we decided to put together a list of the 10 things a station commander can do to be successful in the use of ARISS. Included in this list are the references to USAREC Pamphlet 601-32, which provides detailed instructions on how to accomplish the task. During the coming months, we will publish articles on ARISS, as well as providing short ARISS tips that are designed to assist you in being successful.

1. **Setting the Leads Distribution parameters** is the most important function that you can do as a station commander. By failing to set the Leads Distribution parameters properly, your recruiters will not receive new leads or school lists. Additionally, those leads that are not sent directly to the recruiter will appear on the station commander's recruiter work station as unassigned records. To avoid these problems, make sure all ZIP/school distribution parameters are up-to-date. (USAREC Pamphlet 601-32, Chapter 25)

2. **Make sure that your recruiters project every applicant.** This will ensure that you receive the results from your applicant's test, physical, and enlistment processing. It will also reduce the waiting time your applicants spend at MEPS sitting and waiting for their records to be constructed by the guidance counselors. (USAREC Pamphlet 601-32, Chapter 8)

3. **Conduct daily performance review with your recruiters,** and ensure that you review the contact history, annotate your comments, and select Yes or No to approve or disapprove the recruiter's actions to the record. Approving specific disposition codes will remove the record from your and the recruiter's database, which will increase the speed at which your systems operate. (USAREC Pamphlet 601-32, Chapter 19)

4. **Make certain that your recruiters are changing the record status** on all records as they move through the processing system. (Example 1: Johnny agreed to an appointment. He is no longer a lead; he is a prospect. Example 2: Johnny enlists into the Army. He is no longer a prospect; he is a DEP.) This will help to populate the Top of System reports with correct data. (USAREC Pamphlet 601-32, Chapter 6 para 6-5)

5. **Be sure to reassign unassigned records** in the ARISS application. As the station commander, you will be the one to receive unassigned leads. You have the ability to ensure that all leads that are sent to the recruiting station are being reviewed and available to be worked by your recruiters. (USAREC Pamphlet 601-32, Chapter 21)

6. **Transfer leads, applicant, and DEP records before a recruiter leaves,** e.g., PCS. If you are familiar with

this functionality, it will be easier to transfer records from one recruiter to another, or even to another recruiting station. This function will assist you with managing records of recruiters who will be departing your recruiting station. If records are not transferred before the recruiter departs, all of his records will become unassigned. (USAREC Pamphlet 601-32, Chapter 20)

7. **Enforce the USAREC policy on the ALRL.** Remember SY 2002 and later must be built or loaded (via Ad Hoc Bulk Leads), and maintained on the RWS. (USAREC Regulation 350-6, Chapter 3, para 3-14)

8. **Document ARISS with the same intensity as the old USAREC Form 200 card.** Remember, it did not happen if it is not documented. (USAREC Pamphlet 601-32, Chapter 6, para 6-4)

9. **Get the duplicate records off your RWS.** To remove duplicate records, review the contact history; approve the duplicate record, save, and replicate. Having too many duplicate records on your RWS only slows the performance of the RWS and can create errors on some reports. (USAREC Pamphlet 601-32, Chapter 23)

10. **Last, but very important, replicate on a daily basis.** USAREC guidance is to replicate a minimum of twice a day. Replication helps to keep the reports populated with the data that is being transmitted. It provides a means of storing the data that is being transmitted to server for backup in case your computer were to fail. (USAREC Pamphlet 601-32, Chapter 4)

Using these 10 tips should help you manage your time better, increase the overall performance of the ARISS system, and help you meet mission goals.

ARISS TIP The Army Game

During the previous month, stations began receiving copies of "America's Army" game on CD. "America's Army" will not run on the RWS and may, in fact, cause the RWS to crash and lose all of your data. This game was initially conceived and funded from initiatives originating from Department of Army and is to be used as a premium, specifically, to gather leads information from applicants and prospects. Do not provide a copy of the game unless the person states they are reasonably certain their computer meets or exceeds the minimum standards as set forth on the CD sleeve. The ARISS team has made a change to the leads application that will allow the recruiter to attribute any leads generated to the game by use of the lead source drop down menu.

"Take a Number"

A Useful Way To Distribute Walk-in/Call-in Traffic

By SFC Feliece Y. Cortez, Recruiting Operations Directorate

Walk-ins ... call-ins. Ask most recruiters if they get any and the answer is either "no" or "all the ones we get are unqualified."

It would be nice if we could all work in that mythical recruiting station in which prospects have to actually "take a number" when they walk in, but the reality is most of us have to perform countless hours of prospecting to make our mission. Believe it or not, everyone does get their share of walk-in and call-in (WI/CI) prospects.

Unfortunately, there seems to be a stigma associated with enlisting WI/CI applicants. The prevailing theory is that if you are enlisting these types of applicants, you are not doing any work. This leads to people not wanting to own up to the fact that they actually do enlist some walk-ins and call-ins each month. There should be no shame or embarrassment in the fact that we enlist numerous WI/CI applicants each and every month.

Recruiters spend countless hours cultivating their market by posting their areas and keeping their communities informed of exactly where they are located and current options and benefits available. These efforts aid tremendously in developing a WI/CI market. The Army enhances these efforts by spending millions of dollars each year on advertising, which directly relates to the fact that, on average, a station may get anywhere from 25-50 percent of their yearly contracts from WI/CI traffic. Although some stations get more than others, every station commander has to deal with the issue of properly distributing their walk-ins and call-ins to each recruiter.

USAREC Regulation 350-7 (Recruiting Station Production Management System), paragraph 4-15b, states that the recruiting station commander will develop and use a system (i.e., roster, office day person, etc.) that will ensure equitable distribution of WI/CI applicants who are not currently protected.

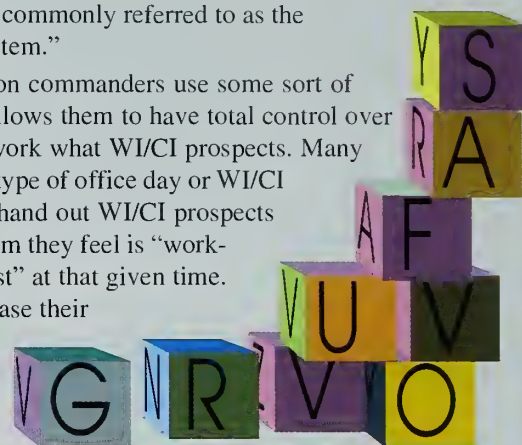
The question is what is the best way to do this? Many systems and methods have been used over the years and are still in use today. Ask 10 different people what they think is the best way to handle it and more than likely you will get 10 different answers. The bottom line is, as a station commander, you must use a system that works for you.

If you want to use a system that is easy to track, will ensure equitable distribution of applicants and will allow recruiters to not only have ownership in, but to have fun with as well, try

using what is commonly referred to as the "alphabet system."

Most station commanders use some sort of system that allows them to have total control over who gets to work what WI/CI prospects. Many fill out some type of office day or WI/CI roster. Some hand out WI/CI prospects based on whom they feel is "working the hardest" at that given time.

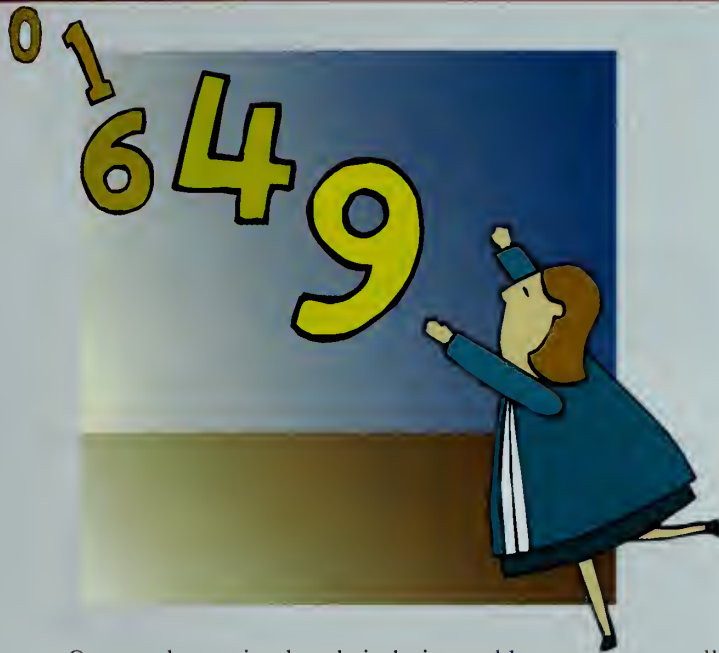
Others may base their distribution on assigned ZIP codes within the station. In



some stations it all boils down to which recruiter answers the phone first or which recruiter's desk is closest to the front door. The problems with these systems are that recruiters have very little ownership of the process and when all things are taken into consideration, recruiters may only be able to receive WI/CI prospects on certain days of the month, sometimes as few as 3-4 days out of the entire month.

These systems can sometimes become hard to track and depending on what day of the week a recruiter has or where they are on the WI/CI roster, they may get to work only a small percentage of the station's overall WI/CI traffic. As a station commander, your primary concern should be that all qualified WI/CI applicants get worked in the most expeditious manner possible, while making sure that all recruiters truly get their fair share of WI/CI prospects. Use of the alphabet system does just that.

The system is easy to implement, simple to use and easier to track. Although it is best used in large stations, two-man stations can also successfully use this system. Under the alphabet system, each Regular Army recruiter selects an equal amount of letters of the alphabet in a process similar to an NFL draft. Round-by-round, recruiters select letters until each recruiter has an equal amount of letters and there are not enough letters left to make up another complete round (i.e., four assigned recruiters would each end up with six letters while two letters would remain open). The designated order of drafting letters is based on seniority within the station, the most senior recruiter selects a letter first and the junior recruiter selects last in each round. This process continues until all letters have been exhausted and distributed evenly.



Once each recruiter has their designated letters, post a small card or chart by each phone in the station indicating the letters assigned to each recruiter. From that day forward, any unprotected WI/CI prospects whose first initial of their last name directly corresponds with the letter assigned to a particular recruiter go to that particular recruiter (i.e., a recruiter who has the letter S would work all unprotected prospects whose last name begins with S). Non-drafted letters will remain open to all recruiters within the station. Open letter prospects are like wild cards. They go to whoever answers the phone or meets the prospect at the door. Your chart should look something like this.

<u>Recruiter</u>	<u>Assigned Letters</u>
Cortez	J - T - P - O - E - U
Hoernke	W - F - N - I - C - Q
Isom	B - D - Y - G - A - L
Pesicka	M - S - V - R - H - K
Open Letters	X - Z

The basic rules of the system are simple. Once a prospect calls or walks in, they are immediately directed to the recruiter who owns that letter of the alphabet based on the first initial of the last name. If a prospect calls or walks in while the would-be assigned recruiter is out, then whoever takes the call or meets them at the door simply proceeds on and accomplishes the basic initial tasks (pre-qualify, make an appointment, conduct an interview, etc.). When the recruiter returns, they are briefed on the status of the prospect and given the ball to run with. Because each recruiter in the station will know right from the start who will be working the applicant, they can inform the prospect right from the start who their actual recruiter will be. There will not be any reason to wonder ... is the station commander going to let me work this prospect or not?

If a recruiter is out of the net due to leave, pass, etc. for three or more consecutive business days, then that recruiter's letters are open to all other recruiters in the station for the duration of the recruiter's absence. The exception to this rule would be when recruiters are away for extended periods of time

(professional development schools, convalescent leave, etc.). In these cases, a redrafting of letters would be appropriate.

Recruiters who have already met their individual monthly recruiting objectives and who want to practice team play within the station may simply confer with the station commander and decide which one of their peers is mostly in need of the chance to work a WI/CI prospect. In these instances, the prospect would be shifted to the appropriate recruiter prior to initiating any type of processing.

Other scenarios in which this system might be used would be in the instance in which the station comes into possession of a lead that was not recruiter generated. What if your BLT comes to your station and gives you the name of a lead that they just met while eating lunch at a restaurant in your area? Who do you give it to? It's very simple. Just go to your alphabet distribution chart. What if your USAR recruiter stumbles across a lead while prospecting who is interested in the Regular Army? Who should work the prospect? Just go to the chart!

Letters should be redrafted upon the arrival of any new recruiter to the station, at the start of a quarter or when otherwise directed by the station commander. Recruiters must draft their own letters. Once they select their letters, they are theirs until the next letter draft.

In stations that have more than one USAR recruiter, two separate alphabet distribution charts would be used, one for RA and one for USAR.

Same concept applies. If there are only two USAR recruiters, each would have thirteen letters.


The reason this system works so well is simple; it's fair and it's fun. Recruiters determine their own destiny. Everyone knows who has which letters, so there is no need for recruiters to hang around the office in hopes of getting a "freebie."

Recruiters can potentially get a WI/CI prospect on any day of the month. Recruiters know immediately who is working which applicant and, therefore, avoid the uncertainty that is common with some of the systems that are currently being practiced in stations across the command. Station commanders avoid the possibility of being accused of "taking care" of their favorite recruiters or showing favoritism toward a particular recruiter. Station commanders do not have to decide who is working hard and who is not. Each recruiter has a fair chance every day of the week.

All recruiters deserve an equal opportunity to be successful. Whether we want to admit it or not, WI/CI prospects make up a significant part of our business and how we handle them can sometimes be directly related to an individual recruiter's overall success or failure. After adopting this system recruiters will truly feel they are getting their fair slice of the pie. Morale could possibly increase and they just might have a little fun with it along the way. You will be establishing a positive work environment while making mission! When you really put things into perspective, isn't that what you want?

Against All Odds

By SGT Mellissa M. Novakovich, U.S. Army Parachute Team,
Media Relations

 The U.S. Army Parachute Team, "Golden Knights," is comprised of soldiers from all different job skills and unique backgrounds, helping them become the Army's Goodwill Ambassadors to the world.

SSG Celia Elliott, better known to her friends as C.C., definitely comes from a unique background. She was born in Mexicali, Mexico. She is the second to the youngest in a family of nine brothers and sisters and is no stranger to hardship.

"My parents worked very hard to raise our family. With such a large family, times got very hard growing up in Mexico," she said. At the age of 8, her family moved to Calexico, Calif., a few miles across the Mexican border. "I attended an American school, I spoke no English, and soon realized how difficult not understanding English was."

When Elliott was 15, her mother began having complications with her health.

"My mother was constantly in and out of different hospitals," she said. "My father had to care for my little brother and myself, as well as tend to my mother. I took part-time jobs and watched my little brother to help out."

Elliott's mother passed away when she was 17, just a few months prior to her high school graduation.

"I had to do something," Elliott said. "I knew I had to help myself before I could help anyone else."

When the Army recruiters visited her school, she saw an opportunity. She talked to the recruiters and found out she could be a parachute rigger. The Army offered her supply specialist, food service specialist, and parachute rigger.

"I wanted something really interesting, but the recruiters thought it would be too complicated or technical for me," she said. Elliott stuck to her guns, told her father she was going to visit her brother and boarded a bus headed for Fort Jackson, S.C., for Basic Combat Training in August 1993. Elliott's brothers helped her keep her secret from her father.

"I couldn't tell him where I was going, because I knew he wouldn't want me to leave home, I was the youngest girl. Plus, I knew he would worry," she said.



SSG Celia Elliott stands at parade rest in a show side lineup. (Photo by SFC Ken Kassens)

Elliott persevered through basic training and then found the Army had a little surprise for her.

"At the time I really did not know that being a rigger meant jumping out of airplanes, but after basic, I found myself going to Fort Benning, Ga., for three weeks of training," she said.

During Basic Airborne Training, Elliott found herself involved in difficult training, in an unfamiliar environment, and with minimal English-speaking skills.

"This was my first time ever in an airplane and I had to jump. During that first jump, I was scared to death."

"The instructors would make an example of me by putting me out the door first," she said. "They would say, 'Where's the female? We want her up front.' And after my fourth jump, I was good to go. I actually started to enjoy it."

Elliott's first introduction to free fall parachuting was at an Airborne School demonstration, where she saw the Command Exhibition Parachute Team, "Silver Wings", jump in for the ceremony.

"It intrigued me to see the men in tightly pressed black jumpsuits, watching them gracefully fly those square parachutes and land so softly. I told myself that one day I was going to do that."

After graduating Advanced Individual Training, Elliott was assigned to E Company, 1st Battalion, 507th Parachute Infantry Regiment. There she performed the basic tasks of an Army rigger — pack and repair parachutes and perform maintenance on air items.

"I liked my job as a rigger and I moved up fast. The only thing I knew was to say 'yes, sergeant,' work hard and stay in the best shape," Elliott said.

Unfortunately, Elliott's situation at home hadn't changed much.

"My father was struggling to keep my little brother in school, and he wasn't doing that great due to his age. Trying to work was beating him down."

The rest of Elliott's family tried to chip in and help, but they each were married with families of their own to support. Elliott helped by sending money home every month to help pay the bills. Finally, Elliott took a trip home and when she returned to Fort Benning she had her 15-year-old brother with her.

"I didn't know how I was going to raise him on my specialist pay, with no place to stay. But the Army supported me ... I became his legal guardian, a couple of years went by and I watched him graduate from high school. The Army helped me accomplish another goal," she said.

Elliott's skydiving career began by becoming a member of the Silver Wings, the same parachute demonstration team she saw jump into her Airborne School graduation.

"In 1997, I joined the team. I was the only female on the team at that time, so that made me feel very special," she said. Elliott traveled with the team conducting high school presentations and participating in special events throughout the U.S., as well as fulfilling her duties at the 1st Battalion, 507th PIR. "I met a lot of nice people and inspired a lot of teen-agers and kids." Seeing the value of her job as both a parachute rigger and a demonstration parachutist, at the end of her enlistment she decided to continue her Army adventure.

During her stint as a demonstration parachutist, Elliott met her husband, SFC Michael Elliott, who was also a member of the Silver Wings. "We both shared the same love and inspiration toward free fall parachuting." After spending one year on the team, they jumped into their wedding ceremony and exchanged vows.

In August of 1999, the Elliotts received orders to Fort Bragg, N.C. She was assigned to the 600th Quartermaster Company, 1st Corps Support Command, where she continued her job as a rigger. It wasn't long before both Elliotts discovered the 82nd All-American Free Fall Team and were doing what they both love to do the most – skydiving. Again Elliott was the only female member of a free fall team.

"In small towns, the heads turned at a woman landing under a canopy and it made me feel unique."

After being a member of the 82nd Team for a year, Elliott's goals became loftier. "My husband and I decided it was time to tryout for the best of the best, the U.S. Army Parachute Team 'Golden Knights,'" she said.

Both Elliotts were selected to attend the Golden Knight Assessment and Selection Program. During the demanding training Elliott sustained an ankle injury which forced her into surgery. "I was medically dropped from the program," she said.

In the winter of 2000, Elliott was nearing the end of her enlistment. "With so much excitement in my life a March 2001 exit date was on me before I knew it," she said.

She decided her Army career was too exciting to give up and planned on another re-enlistment. Elliott faced yet another life altering hurdle. The re-enlistment noncommissioned officer needed proof of her citizenship. Elliott was shocked.

"Becoming a U.S. citizen is a process that could take years



SSG Celia Elliott autographs posters for spectators after a precision parachute demonstration at Womack Army Medical Center. (Photo by SFC Ken Kassens)

and without it, I wouldn't be able to re-enlist after eight years. This could cost me my military career, something I worked hard for," she said. However, Elliott had more to consider than just her career.

"Life in the U.S. had been my reality for over 20 years. I always thought of myself as a citizen, until I had to prove it."

After months of phone calls and paper shuffling Elliott finally was notified that she could become a citizen. "I signed the papers and took the oath of citizenship on my birthday, Jan. 3, 2001. Also on the same day I re-enlisted for six more years and made my first jump since my surgery. It was the best birthday present I ever had."

In August it was time for Elliott to make her dream of being a Golden Knight a reality. She resubmitted a packet and was selected to attend the Golden Knight Assessment and Selection Program again. After six weeks of demanding evaluation and 200 free fall jumps, Elliott was knighted. The program began with 25 attendees, but only nine survived the selection process.

"I feel honored to be apart of such an elite element," she said. Elliott is now enjoying her first show season as a Golden Knight.

Elliott said she never imagined the skies would take such a big part in her life, especially looking back on her first jump. She said she has logged some of her best memories on the drop zone. "After 65 military jumps under round parachutes and more than 750 free fall jumps. I wouldn't change a thing. It always reminds me of where I came from."



SSG Celia Elliott signs autographs after a precision parachute demonstration at the Womack Army Medical Center, Fort Bragg, N.C. (Photo by SFC Ken Kassens)

Citizenship and Enlistment in the United States Army

By Mark R. Pedron, Enlistment Standards, Recruiting Operations Directorate with SFC Jose Castillo, Plans and Policy, Recruiting Operations Directorate

On July 3, 2002, President George W. Bush issued Executive Order 13269, providing expedited naturalization for aliens and noncitizen nationals serving in an active duty status in the Armed Forces of the United States during the period of Operation Enduring Freedom. This order allows soldiers, now serving honorably in the U.S. Army on or after Sept. 11, 2001, to be eligible to apply for naturalization in accordance with Section 1440(b) of Title 8, United States Code.

With this Executive Order and the experiences our nation has been through this past year, it is imperative that everyone in Recruiting Command, from the recruiter on the street to the

Executive Order 13269

Expedited Naturalization of Aliens and Noncitizen Nationals Serving in An Active-Duty Status During the War on Terrorism

By the authority vested in me as President by the Constitution and the laws of the United States of America, including section 329 of the Immigration and Nationality Act (8 U.S.C. 1440) (the "Act"), and solely in order to provide expedited naturalization for aliens and noncitizen nationals serving in an active-duty status in the Armed Forces of the United States during the period of the war against terrorists of global reach, it is hereby ordered as follows:

For the purpose of determining qualification for the exception from the usual requirements for naturalization, I designate as a period in which the Armed Forces of the United States were engaged in armed conflict with a hostile foreign force the period beginning on September 11, 2001. Such period will be deemed to terminate on a date designated by future Executive Order. Those persons serving honorably in active-duty status in the Armed Forces of the United States, during the period beginning on September 11, 2001, and terminating on the date to be so designated, are eligible for naturalization in accordance with the statutory exception to the naturalization requirements, as provided in section 329 of the Act. Nothing contained in this order is intended to affect, nor does it affect, any other power, right, or obligation of the United States, its agencies, officers, employees, or any other person under Federal law or the law of nations.

[signed:] George W. Bush
THE WHITE HOUSE,
July 3, 2002.

senior staff official at the headquarters, understands Army Regulation 601-210 and the criteria required for enlistment of non-U.S. citizens into the U.S. Army.



WWI U.S. soldiers taking the Oath to Renunciation and Allegiance

Earliest Aliens to Serve

Military service has long been an avenue for noncitizens to gain citizenship in the United States. David R. Segal in his book, *Recruiting for Uncle Sam*, writes:

"Military service, as a path to citizenship has been an American tradition since the Revolutionary War. Foreigners who fought with the colonial forces in that conflict were made citizens. During the Civil War, both the Union and the Confederacy made provision for the naturalization of alien soldiers. Naturalization was used as an inducement to aliens to serve in World War I, and in the World War II period, virtually all requirements for citizenship, including lawful admission to the United States, were waived for alien military personnel."

This avenue for aliens to acquire citizenship to the United States is one of the few methods that are established to allow noncitizens to earn their citizenship through faithful and loyal service to the country through military service.

Legislation and Regulatory Requirements

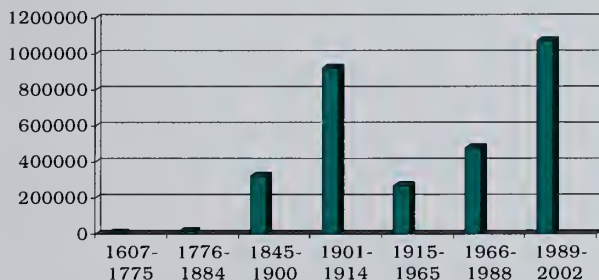
Immigration and Nationality Acts have set forth a myriad of rules, regulations, and requirements each alien must follow to plot a course to citizenship. For the normal alien, the path to citizenship takes at minimum five years and the applicant must be at least 18 years old (or be the dependent of those making application). Additionally, they must speak, read and write English, have an understanding of the history and principles of the United States, and have good moral character. Army Regulation 601-210, paragraph 2-4 establishes finite criteria for individuals to meet as a pre-requisite for enlistment into the U.S. Army. Generally, citizens of the United States, aliens who are permanent legal residents, nationals of the United States and citizens of the Federated States of Micronesia, Palau, Republic of the Marshall Islands, and a few other small categories are eligible for enlistment.

It can be expected with the recent Executive Order, and the current climate of citizenship concerns, that increased numbers of aliens will wish to process for enlistment into the U.S. Army.



Immigration to the United States 1607 - Current

Immigration has increased rapidly from the earliest days when the Immigration and Naturalization Service began compiling data on immigration levels. The graph depicts the volume of immigration over the life of the country from 1607 - 2002.



Estimates from the INS indicate that about 27 million immigrants now live in the United States. From that number, in 2001 the INS estimated number of illegal aliens living in the United States to be between 6.5 - 7.5 million. In January 2002, the Census Bureau issued an estimate that the 2000 illegal alien population was 8,705,421.

INS Documents

With the growing number of illegal aliens in the United States, the demand for valid alien status has also grown. In Los Angeles alone, in 1998 - 1999, the INS seized more than 2 million counterfeit documents to include Social Security Cards, I-551 Permanent Resident Cards and state driver's licenses from various states that were all headed to distribution points throughout the United States. It has become easier for many unscrupulous individuals and organizations to make counterfeit documents with the advent of sophisticated computer and printing equipment. In a Washington Post article, *With Security Tight, Border Officials Focus on Fake IDs*, Oct. 30, 2001, Jim Hess, Chief Intelligence Officer at the U.S. Immigration and Naturalization Service's fake document laboratory in Northern Virginia, said experts are seeing a flood of fraudulent documents. "Scanners and computer software have made it easier for a counterfeiter," he said. "You used to have to have a skill, like photography or printing. But now all you need is a ride to Circuit City."

Then Department of Justice and INS have established a WEB site, at <http://www.ins.usdoj.gov/graphics/lawsregs/handbook/hnmanual.htm>, *Handbook for Employers*

(*Employment Verification Form*). Below are some examples of INS legal documents that the U.S. Army, through Army Regulation 601-210, uses to verify citizenship:

U.S. Passport: There are currently 15 versions of the U.S. passport that are still valid.

Certificate of Naturalization: There are two common versions. The present version contains a gold embossed Great Seal of the United States in the top center. Earlier versions were grey and beige and did not contain a seal. Both are printed on watermark paper.

I-551 - Resident Alien Card revised in August 1989. First I-551 card to contain expiration date. Usually valid for 10 years from date of issue. In January 1992, a white box was added behind the fingerprint.



I-551 - Permanent Resident Card. Introduced in December 1997. Noticeable differences on the front of the card include: Change of card title from Resident Alien Card to Permanent Alien Card. This is the card currently being issued.



Upcoming Changes to Citizenship Verification


Plans and Policy, Recruiting Operations, USAREC is currently studying the feasibility of using the INS's Systematic Alien Verification for Entitlements (SAVE) Program. This program, first introduced in the early 1990s through pilot programs to target states, allowed federal, state and local agencies to verify the eligibility of aliens seeking employment or government public benefits. With more than 60 million records in INS's database, this program allows a one-stop quick and easy verification of citizenship. In the near future, all alien applicants for the U.S. Army will have their alien status verified upon enlistment.

USAREC Recruiters: Gatekeepers to the U.S. Army

USAREC is committed to providing quality soldiers to the field force that meet all requirements for enlistment. With the events of 2001, the recent surge of aliens within the United States and the proliferation of fraudulent documents, it is important that we, as the gatekeepers to the Army, ensure that applicants meet basic citizenship requirements for enlistment in the US Army. With the diligence of every recruiter and the advent of new programs to verify alien status, USAREC will continue to "Provide the Strength" to the field force of the U.S. Army.

Stress: Use It or Lose It

By LTC William F. Adams, Director, Center for Enhanced Performance, U.S. Military Academy

 The Center for Enhanced Performance at the U.S. Military Academy at West Point has the mission to develop the full potential of the Corps of Cadets through applied performance psychology and academic skills training. The CEP has supported USAREC units for the past four years, teaching topics including confidence building, goal setting, maintaining focus and stress management.

This is the third in a series of three articles on stress management for Army recruiters. In the first article, we introduced the concept of performance enhancement training and five rules for dealing with the effects of stress.

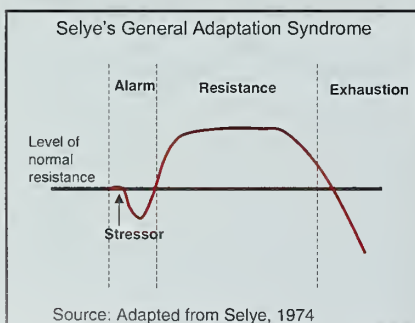
Five Rules for Dealing with Stress

1. Work within the "gravity forces" of the job
2. Focus on what is within your control
3. Learn to reinterpret the stressors in your life
4. Use your stress through a good personal exercise program
5. Lose your stress by balancing high performance with adequate recovery

In the September issue, we discussed the second and third rules for dealing with the effects of stress, focusing on the mental skills to effectively deal with stress. This month we will discuss the last two rules, how to use, and lose, your stress.

Rule 4: Use your stress through a good personal exercise program

The effects of stress are cumulative: hourly, daily, and weekly. Dr. Hans Selye described the human stress response in his General Adaptation Syndrome model. In the General Adaptation Syndrome model, the body goes through three stages in its battle with stress: alarm, resistance and, ultimately, exhaustion.



When initially confronted with a stressor, your body's resistance level initially drops (alarm phase) but quickly adapts and deals with the stress in the resistance phase. However, if you are unable to mitigate the effects of stress, your

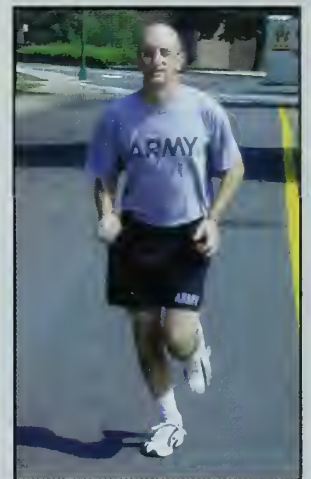
body will eventually begin to shut down (exhaustion) because it can no longer maintain the resistance phase. As stress is a fact of life, you must learn to make your body resistant to its effects. A vigorous personal exercise program is a good means to accomplish this.

Regular vigorous exercise helps you in several key ways. First, the better shape your body is in, the better it is able to resist the effects of stress, thus prolonging the resistance phase. Secondly, when you exercise regularly, your brain produces helpful neurotransmitters called endorphins. The role of endorphins is to produce analgesia (kills pain) and euphoria. Endorphins are the cause of the "runner's high," which can leave a pleasant, satisfied feeling for hours after exercising. These endorphins can also mitigate the effects of stress hormones in your body. Lastly, regular exercise leads to good personal fitness and a positive view of yourself and your feeling of control in your life. All these effects are bound to have a positive impact on your duty performance.

Unfortunately, exercise programs are usually the first thing to go when people feel under pressure, especially time pressure. Yet, taking time regularly to exercise is so vital to your physical and mental well-being. Taking the time to maintain your personal fitness can pay big dividends in your duty performance because of your enhanced resistance to the effects of stress. We strongly recommend scheduling regular exercise just as you would any other appointment. If you do not schedule it, you will probably not find the spare time to do it.

Rule 5: Lose your stress by balancing high performance with adequate recovery

You can lose your stress by balancing your high performance with the appropriate amount of recovery. Whereas exercise helps you to become more resistant to the effects of stress, and to even reduce it somewhat, you must also take personal time for recovery. You must ensure that you get adequate good quality sleep each night. Most adults need 7-8 hours each night. Pay attention to the quality of your sleep, as well; you should have a comfortable bed with no disruptions during the night. Try to go to bed at about the same time each night in order to maintain regular biorhythms.



Vigorous physical exercise helps you to combat the effects of stress. (Photo by B. McCormick)

“Worn out men cannot fight and think. It is folly to press them beyond endurance when just a little rest will work a miracle.”

***— S. L. A. Marshall
a noted military historian***

You should watch your eating habits: eat a balanced diet with good, healthy foods, ensuring you get enough fruits and vegetables daily and avoid too many sugars and starches. Sugars actually increase your metabolism and can create feelings of anxiety, just as having too much caffeine. Then, when your body burns off the sugar in your system, it develops a craving for more and the cycle repeats itself. You should also avoid having too much caffeine as it causes jitters and anxiety.

Allow yourself adequate periods of rest and relaxation. Spend time with your family, have a hobby, pay attention to your quality of life. Forget about your work and its stresses on a regular basis: every night when you go home and on the weekends. Take time for leave, as well. You need these periods of rest to reduce the cumulative effects of stress. Taking time for R&R will also make you a more effective recruiter because no one can run at 100 percent all the time. We all need some time off to recharge our batteries.

To reduce the effects of stress during the workday, it is helpful to take a short power nap or a period of deep relaxation. To do either, you must find a quiet place, with the lights off and door closed, phone off the hook where you can be alone for 15-20 minutes. If you take a power nap, set a timer for 20 minutes and allow yourself to fall to sleep. When you are done, get up, walk around and splash water on your face to restore full alertness.

You can also use a 15-20 period of deep breathing and relaxation to achieve the relaxation response, an effective antidote to the effects of stress. The relaxation response is a medically documented condition in which the body's metabolism slows measurably, oxygen consumption drops dramatically (even more than over 7 hours of sleep), and blood lactate (waste products) diminishes considerably. Find a quiet room, just as you would for a nap, sit comfortably in a chair with your head and

arms supported, feet flat on the floor, close your eyes and begin deep breathing exercises.

Incorporate slow, deep rhythmic breathing, breathing from the abdomen and filling your lungs from the bottom up, much as you would fill a pitcher with water. Breathe in through your nose for a 2-count, hold for 8, then exhale for a 4-count. Focus on the exhalation phase during your breathing. As you exhale, gently repeat the word, “warm” as you feel the warm air pass through your nostrils. If stray thoughts of work or other sources of stress in your life enter your head while you are relaxing, use the word “warm” to help you focus once more on your breathing. We have provided copies of a 12-minute relaxation script in digital format to battalions we have visited, which can aid you in achieving the relaxation response. A relaxation session of 15-20 minutes duration can leave you feeling relaxed and refreshed, ready to once again face the challenges of your busy day. You should schedule an appointment with yourself to do this at least once a day, preferably when you most need it. Rather than taking away valuable time,

you should view this as an essential combat multiplier as it restores your energy and vitality.

Stress is a part of every recruiter's life. Use the five rules of stress management to deal with its effects and to take control of your life and career and thrive in the high-pressure, fast-paced life of recruiting. Organize your stressors and focus on what is within your control. Forget all else. Make a deliberate commitment to practice optimism. Use stress effectively through regular exercise. Allow time for recovery and enhance your recovery with “high potency” relaxation through deep breathing exercises.

Do not expect yourself or your soldiers to be supermen or superwomen. Balance effective mental coping strategies with adequate rest, and you will be better able to deal with the effects of your stressful job.



Relaxing in the Alpha Chamber (egg chair)(Photo by B. McCormick)

The Army Challenge Experience for College Students

Story and photos by Mary Miller, Sacramento Recruiting Battalion

It's interactive. It's high-tech. It's fun and physically challenging. It's also the Army's latest tool to help recruiters reach the college market. It's the Army College Tour or ACT.

"Reports from the early stops have been absolutely positive," said COL Thomas Nickerson, Director, Strategic Outreach, U.S. Army Accessions Command. "Students have shown a real interest in the tour and recruiters are reporting positive results."

The new touring exhibit offers college students choices of a number of exciting activities — a 25-foot climbing rock wall dares attendees to reach the summit, a motion simulator ride simulates an action-adventure experience in a jeep off-road course, a nine television video wall displays dynamic Army of One commercials.

ACT hit the road Sept. 30, and Sacramento Recruiting Battalion was among the first stops for the interactive event Tour. During the first week of November, the tour landed at the University of California-Davis and next at Cosumnes River College.

According to SGT Thomas Hornbrook, station commander at the Woodland Recruiting Station, Sacramento Battalion, the ACT broke the station's previous leads record at the University of California at Davis. Imagine getting 188 leads with eight appointments in two days.



Cosumnes River College strategically placed the U.S. Army 53-foot interactive trailer next to the library.

"Last time we spotted the Army Adventure Van at U.C. Davis, we got around 165 leads," said SGT Cory Collins. "This new exhibit broke our previous leads record. It's huge! The interactive tour exhibit is so large that it just intrigues you to want to visit the site."

"That's exactly the results we wanted when we put the ACT together," said Nickerson. "Our goal is to help recruiters penetrate this very productive market. The tour will focus on two-year colleges, but it will also stop at four-year colleges and universities. And where there is ROTC, we'll be helping our teammates in Cadet Command in their efforts to expand ROTC enrollment."

The ACT is a 53-foot interactive trailer that showcases the high-tech Army with the video wall, future soldier displays, kiosks offering the chance to play America's Army game or to explore goarmy.com, and a parachute simulator — a virtual reality skydiving experience.

"The ACT is fully staffed so that recruiters are only focused on prospecting and answering questions," said Nickerson. "This is a great place for recruiters to engage potential prospects. We provide the students a positive experience. They have a good time and that makes them open to receiving our message."

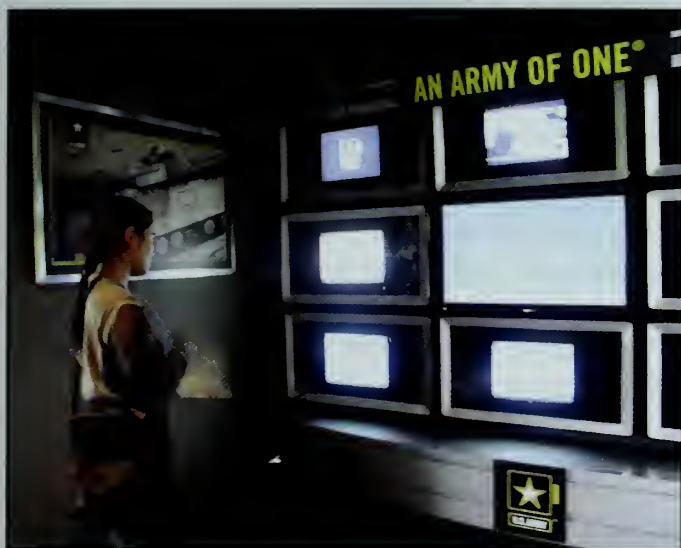
Relay Sports Event Marketing, Inc., operates the tour in support of U.S. Army Recruiting and Cadet Commands. The ACT will travel around the country stopping at various colleges and universities.

"Most students did not realize how many jobs the U.S. Army has to offer," said CPT Dennis Wheeler, Sacramento Valley company commander. Wheeler, new to recruiting, concluded, "Most of the college students I spoke to thought infantry was the primary job and the only job really available. Most were inquisitive as to how they can apply their major at college towards an Army career. I showed them what jobs are available



Student attempts to climb the Rock Wall.

Challenge! A New College Students



Megan Wong looks at the video wall with nine high-tech television displays featuring dynamic U.S. Army film footage.

and explained the differences between being enlisted or an officer and discussed college loan repayments by joining the Army.”

Students daring to venture into the exhibit were rewarded with a free CD containing America’s Army game, a CD case, and personalized dog tags.

At Cosumnes River College, most students began their tour by entering the 53-foot trailer, checking out the nine video screens, and registering on laptop computers. They were given a briefing on the activities available and encouraged to try all of them.

SFC Richard Locke, Florin recruiting station commander, had two teams of recruiters led by SFC Lamont Carney and SFC Kendall Atterbury. They handed out brochures and an alphabetized list of careers in the Active and Reserve Army. They

“This new Army College Tour broke a record at the University of California in Davis by generating over 188 leads.”

SGT Thomas Hornbrook



SFC Richard Locke, Florin Recruiting Station, talks with a student in the jeep motion simulator.

talked to students about money for college, enlistment bonuses, and the student loan repayment program.

Sacramento Battalion recruiters also had time to renew relationships with COIs at the University of California at Davis and at Cosumnes River College.

“The only requirements for the local battalion is to provide recruiters to support the tour,” said Nickerson.


(Tom Tiernan, Strategic Operations Directorate, U.S. Army Accessions Command, contributed to this article.)



SSG Jericho A. DelRosario, Sacramento Battalion talks with students at a booth during the Army College tour.

Christmas Safety Nuggets for Your Consumption!

By John Kolkman, USAREC Safety Office

 The Christmas and New Year's holiday season is finally here! My children look forward to this time of the year because of all the presents that will come to them one way or another. Every year they enjoy family traditions and fellowship that make each Christmas special to all of us. As we shop for gifts and watch our children open them, we often remember our past Christmas experiences when we were children. I personally can't understand how my parents can spoil my kids when I remember them saying they didn't want to spoil us when we were kids. But all that matters is that we had the feeling of being safe, secure, and loved by our families.

Here are a few tasty morsels of safety knowledge to ensure you can reflect on the wonderful Christmas you had.

Shopping safely covers, when, where, and how you shop. Use common sense to pick times when stores are less crowded and parking lots are easy to get around in. If shopping in the evening, park in a well-lit parking lot and keep your packages in the trunk or hidden from view. It only takes a thief and a broken window to ruin your Christmas. While walking to your parked car trust your instincts; if you don't feel safe, have store security escort you to your car.

Once you're in your car, remember that winter can be harsh and unforgiving. Keep a survival kit in your car in case you get stuck or stranded. A kit should have items tailored to the environment you will be travelling in. For a listing of items, you can contact the Department of Transportation on the Internet at <http://www.dot.gov/> or call 1-800-424-9393. Many auto part stores have survival kits available.

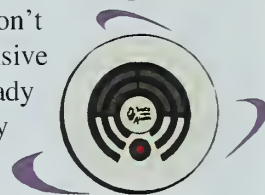
The home is where accidents may occur that rival those that happen on highways.



Combining a Christmas tree that is dried out and faulty Christmas lights is a disaster waiting to happen. When you want a fresh cut tree for decoration, remove the bottom two inches before putting it in the stand and keep water in the base bowl. You can obtain chemicals that are safe

for animals at your local chain stores that sell Christmas items. Check your lights for fraying and cracking before you string them up. Turn lights off when you are not home to ensure you don't come home to ashes.

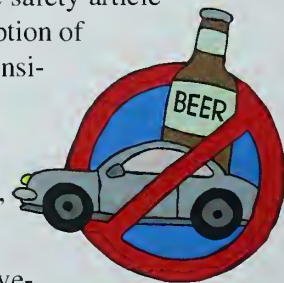
Those with gas or fossil fuel furnaces need to pay special attention to safety. Ensure they are inspected yearly. Smoke and fire alarms are the most important warning devices available. If you don't have one, get one, they are inexpensive and may save your life. If you already have one, replace the battery yearly and test it monthly. A carbon-



monoxide detector is a much forgotten device that detects the silent, odorless, and colorless gas. Carbon monoxide can kill; even if adults survive, small children can fall victim. The small bodies of children can't take as much carbon monoxide as the larger adult body. The warning signs of poisoning can be headaches and nausea followed by stiff and sore muscles and eventually immobility and then death. It kills entire families each year. Be sure your home has a carbon monoxide detector today.

This would not be a complete safety article without touching on the consumption of alcohol. If you drink, drink responsibly. Drink while at home. If you don't drink at home, please use a designated driver. Too much of the proverbial "holiday cheer" can reduce reaction time while operating machinery and motor vehicles. Use your head and think safety first.

We will be looking forward to seeing you safe and sound next year.



Deputy Commanding General Bids Farewell

by Julia Bobick, Public Information Specialist

The Recruiting Command bid farewell to Deputy Commanding General (West) BG Bernie Negrete during a retreat ceremony Nov. 4 on Flagg Field.

Negrete said his time at USAREC will help him greatly in his new assignment as Deputy Commanding General/Chief of Staff for the U.S. Army Accessions Command at Fort Monroe, Va.,

He admitted he learned many things here that he wished he had learned earlier in his career.

“What I’ve learned here at the Recruiting Command has been absolutely magnificent,” Negrete said. “I never had any idea where the Army came from, and now I know. It’s been quite a revelation.”

It would be impossible to leave USAREC without saying thanks to a lot of people, he said.

First and foremost he thanked the commanders and soldiers in the 5th and 6th Brigades for their tremendous accomplishments, as well as the Accessions Support Brigade (formerly the recruiting Support Brigade), which will continue to work for him in Accessions Command.

To the “thousands of recruiters who make this happen for us, for our Army; my hat’s off to them,” he said.

Negrete also thanked a myriad of other folks for their friendship and support during his 14 months in the command.

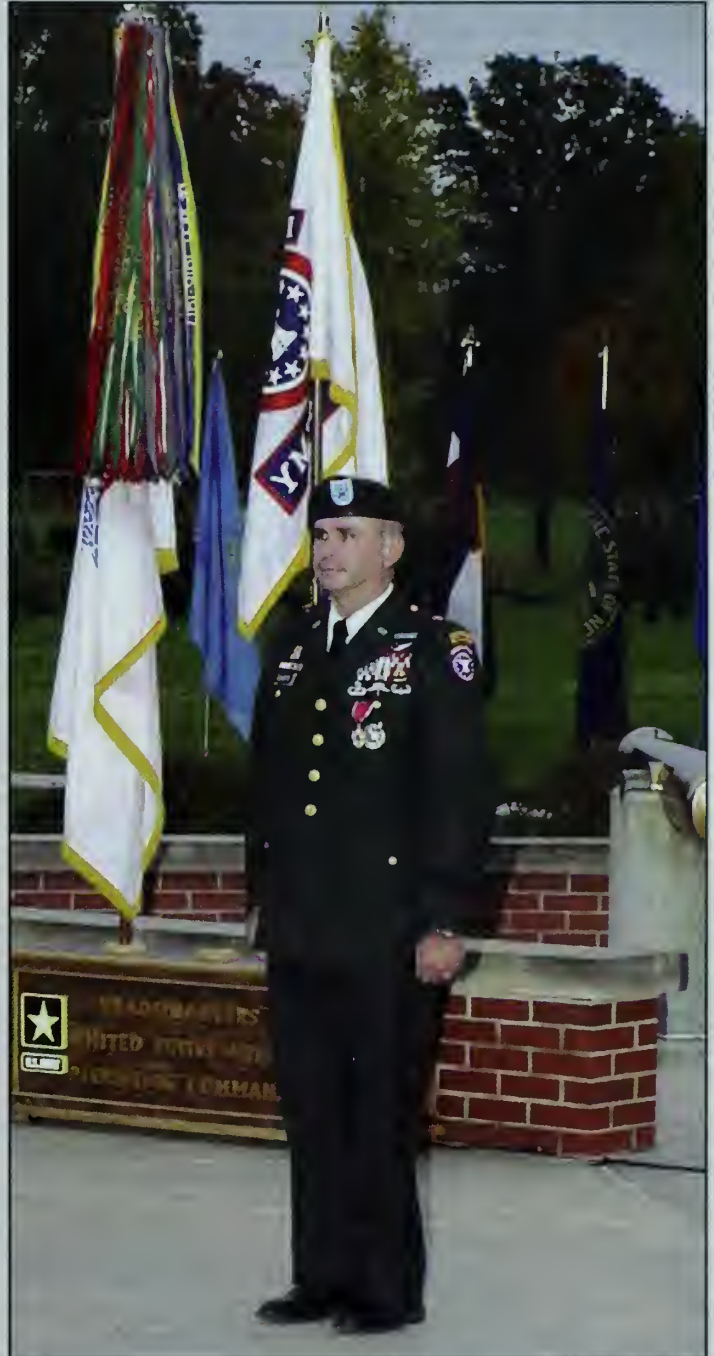
“He leaves behind a tremendous legacy; one that speaks in every dimension who Bernie Negrete is,” said USAREC Commanding General MG Michael Rochelle.

Negrete takes with him the same transformational leadership – backed by compassion and technical competence – that he brought to this command, Rochelle said.

“We are going to truly, truly miss [Bernie] and Lynne,” he concluded.

“What I’ve learned here at the Recruiting Command has been absolutely magnificent”

– BG Bernie Negrete



Deputy Commanding General (West) BG Bernie Negrete during a retreat ceremony Nov. 4 on Flagg Field. (Photo by Jim Welker)

AKO Helps Recruiters Win in DEP Sustainment

By Pearl Ingram, Editor, Recruiter Journal

If your DEP members spend hours surfing the Web — most teen-agers do — and if they like playing real-world, action-packed computer games, then imagine how fast you can pique their interest by getting them registered for a real world Army user ID and password on AKO.

With a recruiter sponsor, DEP members can now join soldiers worldwide by going to the Army Knowledge Online Web site and applying for a guest AKO account. USAREC MSG 03-005, Oct. 8, 2002, provided instructions on how to establish an AKO guest account.

"The whole process takes less than five minutes," said Al Elliott, Information Management, USAREC. "A recruiter can sit down with a DEP member, access the AKO site and walk the DEP member through the registration process. Within minutes, the recruiter should receive an e-mail message requesting that they approve the guest account."

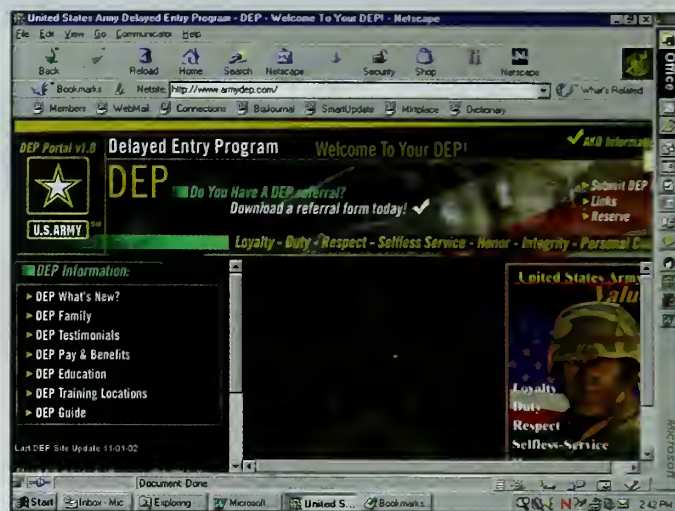
Not only does the DEP member get an Army user id and password that they can use to access AKO, but they also get a military e-mail address that will follow them throughout their military career. The new soldier can then receive e-mail from family and friends at practically any place they may be stationed.

The guest account also provides limited access to the AKO site while the member is in the DEP and within 30 days after the soldier transitions onto active duty the account is transitioned to a fully authorized account. He or she needs to do nothing more to be fully registered in AKO.

"The whole vision of AKO is to make the DEP feel like a soldier and a part of our team," said SFC Erick Hoversholm, Recruiting Operations. "We're giving them something that lets them say, 'you know what, I'm in the Army. I've got an Army e-mail address.'"

An additional tool for recruiters to use as a part of DEP/DTP sustainment is ArmyDEP.com, which was launched on Nov. 1. This site is designed to provide DEP members with information that has been available as part of the DEP Kit and at DEP functions. The site provides a wide variety of information that will help them to better understand the Army and its benefits.

The DEP Web site is currently open to the public during startup; in second quarter it will require the Army's AKO user ID and password to access.



Army DEP home page screen as seen when you log on to www.armyDEP.com Web site.

"They can go to the local library if they don't have a computer at home," said Deanna Yates, a project analyst who works the new www.armyDEP.com Web site. "No matter where they are, they can check the Web site and get their e-mail."

Plans are for the site to continuously evolve with the addition of real time interaction, collaboration, and other features being added in future. The intent is to allow recruiters and their DEP members to maintain contact and share information on DEP functions, training activities, and other support materials. To help the site evolve DEP members can print an idea form, write in their ideas about information they would like to see posted, and then pass the form to their recruiter for consideration.

"This keeps the DEP members chain of command working," said Hoversholm. "Then the recruiting station commander can submit their DEP member's idea, which reinforces the chain of command and shows them the way the Army works."

To ensure that recruiters are armed with information on how to use the ArmyDEP.com site to their best advantage, policies and guidance, that address proper usage and security will soon be posted to Recruiter Central. This information will help recruiters better explain the benefits of using both the DEP site and AKO and make sure that each member understands the responsibilities associated with their access.

DEP retention strategies will become more important to recruiters as they advance into FY 03 according to Hoversholm. The current thinking is that time-in-DEP will increase from an average of 45 days during FY 02 upwards to 90 or 100 days in FY 03.

"The only thing the DEP has is his relationship with the recruiter or relatives who have been in the service," said Hoversholm. "There's not too many DEP members who have the ability to visit a base while in the Delayed Entry Program."

The new Web site is an additional retention tool for recruiters to help their DEP members feel like they are already part of the Army of One team. Also, with the Army values posted, new soldiers learn about the Army and the meaning of patriotism.

"It's the way ahead," said Hoversholm.

Comments on this article may be sent to Pearl.Ingram@usarec.army.mil or call (502) 626-0167.

Under the Gun: ABCs of Obtaining My Recruiter's Badge

*By CPT Kenneth Crawford, Loves Park Company Commander,
Gunner's Badge Recipient*

Upon assuming command, I was immediately charged with obtaining my Gunner's Badge. My first question was "Excuse me, Ma'am, what's a gunner's badge?"

"Well, CPT Crawford," she replied, "A Gunner's Badge is what you get when you personally recruit someone into the Army."

Then, she further explained that the purpose behind a company commander earning a Gunner's Badge is to educate and sensitize a company commander to the recruiting process. Also, obtaining the Gunner's Badge demonstrates to soldiers that their commander has walked in their low quarters and has done what the leadership routinely requires of them — recruit people into the Army with integrity.

Obtaining the sought-after Gunner's Badge is, according to 3d Brigade CSM Ruby Bradford-Taylor, the initial covenant between the newly arrived (albeit shell-shocked) company commander and the first sergeant, which sets the tone for their company leadership team partnership.

As a self-described "people person," I assumed that I could get a recruit just like that. I was wrong.

Recruiting is not a series of unplanned, shameless plugs to convince people to join the Army. Rather, it's a deliberate strategy based on establishing rapport, determining needs and interests, presenting facts, and correlating those facts with the prospect's goals and aspirations. The result is a presentation that includes an effective FEBA (that's USAREC for Facts, Evidence, Benefits, and Agreement).

With this foundation in place, the recruiter can proceed with the resulting "win-win" agreement (or contract) that benefits not only the prospect, but also the Army. Within days of my arrival into USAREC, I had to apply the science of recruiting to earning my badge; and, oh by the way, I had this little problem of learning how to do the rest of my job.

What I needed was a plan of action or, rather, a prospecting plan. My first attempt was a beauty — at least on paper. SFC John Jordan, out of the RT shop, put me through the paces of P-1. ISG Curtis Bergeron validated what I learned by role-playing with me.

After my mini-refresher, I annotated my planning guide and dialed out smartly to do battle with the dreaded prospecting monster. My battle bellow — "Cry havoc and let slip the dogs of war!"

On my very first call I made an appointment. "This is kid's stuff," I thought. Wrong.

Unfortunately, I made the appointment before looking at a map — not a Mission Accomplishment Plan, but an actual map.

The appointment was with a senior who lived in Milwaukee Battalion's area of operation. So naturally, I called the appropriate recruiting station and forwarded the lead.

I would later discover that I had forgotten about the problem I mentioned earlier (learning and doing my new job). As a result, I broke one of recruiting's most sacred tenets — I stepped on my ... prospecting plan. Then, I had a series of "not interested" and multiple dial tones.

One of the worst calls was with a young man at Northern Illinois University who lectured me — in four-letter words — on the problems with U.S. intervention. The nerve!

After days of these (and other unprintable) calls, I realized that there was more to obtaining a Gunner's Badge than I thought. Our recruiting professionals deserve a lot of credit. As I groped along, the pressure of being a badgeless wonder mounted.

"When are you gonna get your Gunner's Badge CPT Crawford?" was a constant refrain that I heard everytime I was in the presence of recruiters.

Then, I realized that what I needed was to relax and remember what LTC Kathleen Pennington (a la Obiwan Kenobi) told me: "Remember the ABCs: always be closing."

As a new recruiter, I needed to modify my unrealistic prospecting plan and incorporate recruiting into my daily living. I began doing PT in the USAREC PT uniform at the local YMCA. I wore my Class A uniform to church on Sundays. I never passed up opportunities to meet and greet potential soldiers wherever I went.

The best approach for me, when meeting someone (or talking on the phone with them) was to determine what they were interested in and to comment favorably about it. It worked like a charm and soon I had a few options to choose from. And then it happened.

While getting my car washed (in my USAREC running suit, of course), I struck up a conversation with a tall, physically fit young man. His name was Terrance, but his friends called him TJ. I called him TJ. I made an appointment with my new friend. At this point, I was under the operational control of the award-winning Rockford-East Recruiting Station.

SSG Tim Stricklin, SSG Stephen Seals, and SGT Sidney Davis assisted me with qualification screening, packet construction, transportation, and the famous "hot seat," where my previous experience as a counterintelligence officer came in handy.

Weeks later, ISG Bergeron called me at the Recruiting Commander's Course at Fort Jackson. His message was brief: "Put it on, Sir." On June 6, the anniversary of the Normandy Invasion, I received my Gunner's Badge.



CPT Kenneth Crawford with his first enlistment, Terrance Lohr, from Columbus, Ohio.

Army Recruiters Ride with Singer Louise Mandrell

Story and photo by Lee Elder, Nashville Battalion

Knoxville-area Army recruiters got more than they bargained for when they represented the Army during the 3rd Annual Celebrate Freedom! events.

Billed as "Pigeon Forge Salutes America's Veterans," the event culminated with an Aug. 24 parade featuring vehicles from military and veterans' organizations. Country singer Louise Mandrell was grand marshal for the parade and rode in an Army HMMWV.

Mandrell, best known for performing alongside her sisters in the 1980s TV series "Barbara Mandrell and the Mandrell Sisters," greeted all the recruiters warmly. She offered each complimentary tickets to the show at her Pigeon Forge theater.

"She's really a nice person," said SGT Judy Cantor, an Army Reserve recruiter based in Oak Ridge, Tenn. "I thought it was really thoughtful of her to give out free tickets."

Pigeon Forge is a resort community in the Smoky Mountains popularized by fellow country singer Dolly Parton.

With the battalion HMMWV unavailable because of mechanical problems, the U.S. Army Recruiting Command's Recruiting Support Battalion pitched in by sending one of its vehicles, a customized HMMWV to help. An east Tennessee native and RSB exhibitor, SFC Donald Lamb volunteered to drive the black-and-gold colored vehicle in the parade.

"It was great," Lamb said, concerning the parade. "I'm a big fan of Louise Mandrell and her sisters."

The Mandrells' show ran on ABC from 1980 to 1982 and it featured comedy and music by the three sisters – Barbara, Louise, and Irlene.

Before the parade began, Louise Mandrell posed with



Louise Mandrell poses for a photo with SFC Donald Lamb (left) and recruiters, Sergeants Cornell Moore and Judy Cantor

recruiters on the hood of a HMMWV.

The recruiters also enjoyed interacting with the veterans and members of the 101st Airborne Band, who marched in the parade.

"It's been a very productive week for us," Cantor said.

Commemorative Enlistment to September 11 in Atlanta



Col. Rick Thomas administers the oath of enlistment to Lisa Phillips at Centennial Park in downtown Atlanta. (photo by Mark Schulz, Atlanta Battalion.)

Lisa Phillips raised her hand for America and the U.S. Army as she enlisted on Sept. 11 as a commemorative to the almost 3,000 lives lost and the beginning of a ceremony at Centennial Park in downtown Atlanta.

Lisa was administered the oath of enlistment by COL Rick Thomas of Third Army. Lisa and her brother, Mark, had processed through the Military Entrance Processing Station at Fort Gillem only hours earlier. In addition to her brother, Lisa was accompanied by her mother, Diana, and father, Mark Sr., for the 6 p.m. ceremony.

Lisa and Mark are both in the delayed entry program with SSG Jennifer Garrett at the Kennesaw Recruiting Station. They live in Marietta, Ga.

Thomas is the public affairs officer for U.S. Central Command, which operates in the Afghanistan area.

They were part of the kick-off ceremony for "United In Deed," which started with a public unity walk through the streets of downtown Atlanta. The walk ended at Centennial Park and continued until 9 p.m.

The theme for the Department of Defense for the commemorative was "United in Purpose."

“Remember The Titans”

By Tom Blackwood, Sacramento Army Recruiting Battalion

Quarterback Kyle Wright from Monte Vista High School, Danville, Calif., has been selected to represent the 2003 U.S. Army's All-American Bowl for high school all stars.

Wright was the first player chosen to represent the West as quarterback of the top 78 seniors in the nation.

Wright, a 6-foot-4-inch, 200-pound senior, was selected from 400 players nationally and nominated by ESPN's Tom Lemming for his outstanding athletic abilities. According to Lemming, “I rank Kyle among the top quarterbacks in the country. He is a fine all around athlete who completed 182 of 301 passes for 3100 yards and 29 touchdowns, while being intercepted just eight times last year.”

Lemming, a well-respected evaluator of prep football talent and contributor to ESPN Sports and USA Today added, “In addition to his fine play on the field, Kyle excels in the classroom carrying a 3.5 G.P.A. and was named the North Coast's Scholar Athlete of the Year.”

SGT Jeremiah Weaver, a local Army recruiter from the Livermore Army recruiting station was selected by the U.S. Army Recruiting Command to present Kyle Wright his official All-American game jersey. Standing before an audience of JV and Varsity football team players, cheerleaders, parents, teacher's, community members, and over half of the entire student body population, SGT Weaver presented Wright his U.S. Army All-American game jersey.

“It was more than an honor to be given the opportunity to introduce Kyle Wright as one of the nation's top high school football athletes and present him his game jersey,” said Weaver. “The football program at Monte Vista High School has become a traditionally winning team and a known asset to the school. The event turned out to be more than a success. Having given this type of exposure to the school, I was given access to hold presentations about the U.S. Army in a variety of classes.” Weaver concluded, “As an addition, the principal of the school, along with other key staff members, requested U.S. Army merchandise to be displayed in their classes and offices.”



Kyle Wright shows off his All-American game jersey presented to him by Livermore Army recruiter, SGT Jeremiah Weaver. (Photo by Steve Pringle/Tri-Valley Herald)

The U.S. Army has joined forces with SportsLine Inc. to sponsor for a second time an All-American High School Football All-Star game.

According to COL Thomas Nickerson, Strategic Outreach Directorate, U.S. Army Accessions Command, “We want to recognize the top players from across the country and bring them together for a classic East versus West matchup.”

Nickerson added, “Our slogan, ‘An Army of One’ recognizes the value of individual talents toward achieving team goals.”

SportsLine Inc. Director of Marketing Tanya Benson further added, “The winning team of the U.S. Army All-American Bowl will receive the Herman Boone Trophy named after the legendary Virginia high school coach who was immortalized in the Disney feature film, ‘Remember the Titans.’ In addition, the game MVP will receive the Pete Dawkins MVP Trophy named after the legendary 1958 Trophy winner.”

This year's U.S. Army All-American Bowl will be played in the Alamodome, San Antonio, Texas and televised live on Jan. 5, 2003, on ESPN2 at 4:00 p.m. (PST).



2d Brigade Makes History

For the first time in USAREC history, a recruiting brigade attained combined mission box. The 2nd Recruiting Brigade achieved combined mission box for September FY 02. Toasting the success of the nine battalions of Eagle Brigade that together had achieved mission in the graduate, senior, and prior service markets were Brigade Commander, COL Richard E. Talley (center) and the brigade headquarters staff. The brigade led USAREC in RA production.



During his visit to the Dallas MEPS, BG Bernie Negrete receives a briefing from MEPS NCOIC, MSG Sherry L. Fidel, on the MEPS day-to-day operations.

Deputy Commanding General West Visits Dallas Battalion

Story and photo by Tim Paullin, Dallas Battalion

The USAREC Deputy Commanding General West, BG Bernie Negrete, stopped by to pay the Dallas Recruiting Battalion a visit Sept. 5 and 6. The deputy commanding general spent two days visiting several Lewisville Company recruiting stations talking to recruiters and handing out his personal coins.

"This is the first time in my career that I have given a coin to every soldier in any one company," said BG Negrete. "I'm not here to inspect, I'm here to say thank you."

Lewisville Company mission boxed for FY 02 in the second week of Recruiting Ship Month, (RSM) August. In addition, they have mission boxed nine of the last 11 months and in first, second, and third quarters.

"We have been doing great things in Dallas Battalion and I wanted to show off the soldiers of Lewisville Company," said LTC Judson A. Cook, Dallas Battalion commanding officer.

The Lewisville Company Leadership Team, CPT Michael Shipman and 1SG Sergio Rivera, earned the Chief of Staff of the Army Recruiting Excellence Award and the Commanding General's All-Star Incentive Award for Fiscal Year 02, along with six of seven Lewisville recruiting stations.

Lewisville Company ranked number one in the battalion, number two in 5th Brigade, and number three in USAREC through RSM August for fiscal year 2002.

In addition, Lewisville Company took Top Company in the brigade for first and second quarters.

If that is not enough, Lewisville Company had the only Audie Murphy inductee in the battalion for fiscal year 2001 and 2002, SFC Carl Miller from Lewisville Station.

"I think it means more to every soldier to be told 'thank you' face-to-face and receive a handshake than to be sent an e-mail

or an award in the mail," said Rivera. "The morale in our company has increased greatly and all of soldiers feel that their hard work has not gone unnoticed or unappreciated.

"The fact that a general officer took the time out of his busy schedule to fly out here and visit us says a lot for our company," explained Rivera. "As our motto in our company states 'In It To Win It,' I believe that our soldiers take that motto personally and strive every month to live up to it.

In the 11 years that Rivera has been assigned to this battalion, he cannot recall a company level unit ever achieving what Lewisville Company has achieved in FY 02.

In addition to visiting several of the recruiting stations within Lewisville Company, BG Negrete also had the honor of promoting one soldier and re-enlisting another.

BG Negrete promoted SFC Royce E. Davis to his present rank during his visit to Lewisville Recruiting Station. Davis had been on recruiting duty for 18 months and currently assigned to Denton Recruiting Station. He is a Dallas native and before coming to Dallas, he served at Fort Bliss in El Paso, Texas.

"It was an honor to be promoted by the general," said Davis. "It is not everyday you get promoted, let alone by your commanding general."

Following the promotion BG Negrete had the opportunity to re-enlist 18-year-veteran, SFC Robert T. Rinell, who has been a career recruiter for the past 11 years, two years at Dallas Battalion.

"It doesn't matter what kind of area you have to recruit in, it's the leadership in place that matters," said BG Negrete. "And these two soldiers are a fine example of the leadership that has made this company successful."

The sole purpose of the general's visit was to shake hands and hand out coins. Even at the general officer level, the accomplishments of Lewisville Company are well known and talked about. This is a true testament of the high caliber of soldiers that permeate the ranks of Lewisville Company.

"These recruiters and station commanders are truly some of the best soldiers in the Army," said Rivera. "I told all my soldiers that at the end of this fiscal year they can look at themselves in the mirror, render a salute and proudly say, you did a great job for your country soldier."



BG Negrete talks with future soldiers at the Dallas MEPS. Negrete departed USAREC in November to become Deputy Commanding General and Chief of Staff of U.S. Army Accessions, Fort Monroe, Va.

High School Senior Sees the Benefits of the Army Reserve

Story and photo by Leslie Ann Sully, Columbia Battalion

He is a senior at Berkeley High School in Monks Corner, S.C., with the desire to attend college. He knew he wanted to do this, but didn't start preparing his college applications or think about how he was going to pay for it. But he has started now.

Seventeen-year old Kyle Bowen has secured the necessary funds to cover the tuition for the college of his choice. He joined the U.S. Army Reserve on Sept. 27 as a Radio Repair Specialist with the guarantee of a \$5,000 bonus and \$20,000 for college. He is also going to get a jump on Army training.

Bowen started his Army commitment in October with the 175th Maintenance Company at Fort Jackson, S.C., where he will start learning about the Army and his job. However, he will not attend basic training and advanced individual training until after he graduates from high school. "He will observe other Army soldiers on the job, will get paid and start his points for retirement, but he will not be able to work on projects," SFC Gerald Bowen said of his son and recruit. "This will give him a lot of valuable time to get ahead of his peers before he starts his actual training."

Kyle said he was glad to have secured his future. "Even if college isn't all that I think it will be, I will have a job," he said. But, he said, he believes his dream of earning an engineering degree from the University of South Carolina is going to happen.



SFC Gerald Bowen with his son, Kyle Bowen. Kyle joined the U.S. Army Reserve on Sept. 27.

"That is why I joined the Army, because they have the best money for college program."

Although Kyle's father is a recruiter for the U.S. Army Reserve in Columbia, S.C., he really didn't have a lifelong plan to follow in his father's footsteps. "I guess I remember him telling me about the (Army) Reserve once a couple of years ago, but it wasn't important to me then." And since Kyle lives with his mother, Pauline Jackson, his dad had not been harping on him to join the military all of Kyle's life. "The choice is mine. I wanted a way to pay for college and this seemed like the smart move," Kyle said.

Job Corps Partnership

by Richard Shaughnessy, Tampa Battalion

At a recent signing ceremony at the Tampa Battalion headquarters, representatives from the U.S. Army and Jackson-Pierce/Job Corps entered a mutual *Referral* Partnership Agreement.

LTC Mark R. Wallace, commander, U.S. Army Recruiting Battalion Tampa, and Ronald E. Jones, managing director, Jackson-Pierce Public Affairs, Inc., Atlanta, Ga., signed an agreement designed to facilitate applicant referrals between recruiting stations and local Job Corps offices operated by Jackson-Pierce, which is under the contract with the Department of Labor – Office of Youth Services and Job Corps.

While there are no Job Corps training centers in the Tampa Battalion area yet, there are Job Corps Admissions and Career Transitional Services offices located in Tampa and Orlando for eligible youth ages 16 through 24. Jackson-Pierce Admissions Counselors process applications taken from eligible youth seeking admission to Job Corps Centers located throughout the United States. Following the completion of their training and education, all Job Corps participants receive Career Transition Services, which includes counseling and placement assistance, when they return home.

"This partnership will be beneficial to both parties and is clearly a win-win proposition," Wallace said. "It may even be a double-header if we enlist a soldier into the Delayed Entry

Program and the local Jackson-Pierce Job Corps staff can help place them in a temporary job."

The Job Corps Program is a national partner with the Army. In September 1999, an agreement was signed by then BG Billy R. Cooper, then Deputy Commander East, to recognize the credentials of Job Corps qualified applicants as high school diploma graduates.

According to Richard Shaughnessy, Education Services Specialist at the Tampa Battalion, "the Tampa Partnership Agreement is really a local supplement of the national initiative and an effort to augment the success of both organizations. While we have had a solid relationship with the local Job Corps offices, this formalizes the relationship and creates a system for tracking referrals."

Those additionally attending the ceremony and representing Jackson-Pierce were Jerry Flakus, Jackson-Pierce WIA Coordinator, and John Gomez, State Team Leader for Outreach and Admissions.

"About 2 percent of our enlistees, YTD, have been Job Corps graduates," said LTC Wallace. "Our goal is to double that number next fiscal year by maximizing our opportunity to interact with Job Corps prospects during their initial orientation meetings. Because of the similarities in our organizations, the Army is a natural progression for Job Corps graduates and we look forward to a successful and enduring Partnership."

Sergeant Major of the Army Talks Pay, Education, War

by SSG Marcia Triggs, Army News Service



No, the Army isn't revising its physical training test — maybe in the future, but not now, said the Army's top noncommissioned officer.

SMA Jack L. Tilley put an end to rumors and talked about the top issues on soldiers' radar screen. Pay and incentives kicked off the two-hour-long briefing during the annual Association of the United States Army conference Oct. 21-23.

"There are a lot of soldiers who are interested in incentive pay for being instructors, airborne, or rangers. I think incentive pay is important, but my focus is base pay because that is what goes toward retirement," Tilley said. "And soldiers can expect pay raises over the next two years."

A specialist from Fort Bragg, N.C., asked if the recent pay raises were because junior soldiers are more educated than ever before.

The pay increases are because soldiers are good at what they do, Tilley said. Education is important, but a soldier being competent in his military occupational specialty is even more important, he added. Which is one reason why the Army is going back to competency tests, Tilley said.

"There were people who were promoted that shouldn't have been," Tilley said. "So sergeants through master sergeants will be tested once a year, and it will be used for promotion. This will ensure that people know their job because it's too late to learn it when we're at war. And we're at war."

Tilley encouraged soldiers to continue their education and said in the works are ways to get soldiers college credits for their MOS and other noncommissioned officer courses that they are required to take.

"We're working with colleges so that by the time soldiers retire they will have at least a bachelor's degree," Tilley said. "It's not just about education, it's about

preparing soldiers for life after the military."

Added courses to the Noncommissioned Officer Education System will also help prepare soldiers for future endeavors.

Financial planning will eventually be taught in the Primary Leadership Development Course, Tilley said. Retirement benefits will be included in the Advanced and Basic Noncommissioned Officer Courses, he added.

Another change to the NCOES is that master sergeants who have good track records and work hard will most likely attend the Sergeants Major Academy early in their career, Tilley said. The chances of attending the academy with about 17 years in service is good, he added.

Today's soldier will see a transforming Army and withstand a long battle in the war on terrorism.

"I don't know if we're going to Iraq, but be prepared," Tilley said. "The war on terrorism will not end this year or the next. So don't get complacent. Stay focused. If you're on guard duty stay focused on guard duty. This war could possibly last for the next 10 to 20 years."

While framing the Army's path for the 300 junior soldiers who were in attendance, Tilley showed that his primary job as an NCO is still implementing standards. He fixed a young soldier's collar and pointed out to another one that the words "sergeant major" should end any statement addressed to him.

"When I walk up to a soldier he should go to parade rest. Not because I'm better than he is, but because he respects who he is and who I am based on what we both do. It's professionalism."

Army Deploys Digital Photo System

by Patrick A. Swan, Army News Service



The Department of the Army's Photo Management System became operational in early September.

As of Sept. 19, 2002, official DA photos have been submitted via the new system. Only 42 of those photos have been rejected due to resolution problems.

DAPMIS, a Web-enabled, e-business

system, provides a digital means for Army photo labs to electronically transmit official military photographs for promotion board consideration, said Ken Washington, DAPMIS coordinator, U.S. Army Total Personnel Command. This month, PERSCOM issued a message to the field outlining procedures.

"DAPMIS will save soldiers' time because they will no longer have to visit the Personnel Office to deliver their photo," said SGM Freddie L. Davis, Jr., the top enlisted soldier for visual information with the Chief Information Office, G-6 at the Pentagon. "Soldiers can view their current photo and official file online. DAPMIS also eliminates having to sort through five or six different opinions to figure out whether the photo is a good photo or not."

"This will help the Army achieve its goal of becoming network centric," he added. "Soldiers can do their part by visiting their photo lab to get their DA photo taken and put into DAPMIS."

"With DAPMIS, we get a system that is faster, more responsive and soldier friendly," said LTC Curtis H. Nutbrown, action officer with the Strategic Partnering Directorate for Army Knowledge Management, Chief Information Office and G-6. "DAPMIS supports the Army's migration of business and customer support applications to Army Knowledge Online, the Army Portal, www.us.army.mil. The goal is to use AKO as the one-stop information site for the Army."

(Editor's note: Patrick Swan is a public affairs liaison officer with the Chief Information Officer/G-6. Write to him at: patrick.swan@us.army.mil.)

Privatization 'Third Wave' Coming Soon

by Dennis Ryan, Pentagon staff writer, Army News Service

Army officials conducted a roundtable discussion with media representatives at the Pentagon Oct. 10 to explain the next round of the privatization of department jobs. Jim Wakefield, deputy chair of the Non-Core Competencies Working Group, and John Anderson, assistant deputy, talked about their progress.

The first wave of public and private competition was in the 1980s, when the Army studied 25,000 jobs. The second wave began fiscal year 1997 when the Army studied 13,000 jobs. Only 375 positions were phased out in the second wave, for a saving of \$223 million a year.

"We are gathering the information that the Secretary of the Army needs to continue transforming the Army," Wakefield said.

The first wave of public and private competition was in the 1980s, when the Army studied 25,000 jobs. The second wave began fiscal year 1997 when the Army studied 13,000 job. Only 375 position were phased out in the second wave, for a saving of \$223 million a year.

The Army plan may involve over 200,000 employees in public versus private competition. Over 58,000 soldiers might see their jobs taken away and find themselves in new fields.

The study will examine what functions are redundant, or unnecessary, and get rid of them, according to Anderson.

The study will also look for alternatives to A-76 competitions to improve the privatization process, said Wakefield.

Anderson mentioned the point of the study is to "improve operational capability and move soldiers into military functions."

Core functions are those relating directly to a unit's mission. Non-core functions would include organizations such as Acquisition, Logistics and Technology, where 18,412 jobs are military and 36,649 are civilian, or Manpower and Reserve Affairs which employs 32,680 uniformed personnel and over 50,000 civilians.

This initiative would allow the department to use more soldiers as war fighters, according to Jason Peckenpough of govexec.com.

"Congress requires us to do this to get the very best bang for the buck for the taxpayer," said Anderson, so the military can perform more vital functions. The implementation of the study will begin March 2003.

Anderson discussed three reasons for the Third Wave: one, to obtain non-core products and services from the private sector to enable Army leaders to focus their energies and talents on the Army's

core competencies; two, to support President Bush's management agenda; three, to free resources for the global war on terrorism.

"The Army's strength is its people — its soldiers and its civilian employees," said Wakefield. "The Army has always and will always treat our people with dignity and respect while at the same time becoming as efficient as we can be ... we plan to free leaders from expending their energies on non-core functions, so those leaders can focus on the core competencies, which includes fighting and winning the global war on terrorism."

(Editor's note: Dennis Ryan is a staff writer for the Military District of Washington Pentagongram newspaper.)

USAREC Official Song

"Be All That You Can Be" was approved as the official U.S. Army Recruiting Command march effective Nov. 8, 2002.

The song has enjoyed a long and productive history with USAREC and was part of many successful advertising campaigns. Over the years, USAREC units have come to regard this song, not only as an Army song, but as the USAREC song. Currently, it is still played by Army bands and through recorded media at many change of command and retirement ceremonies.

USAREC moved to a new advertising campaign, An Army of One, in 2001 and no longer employs "Be All That You Can Be" as a theme song. That enabled the song to be adopted as the official USAREC march.



Tax Forms to be Available Online

by SSG Marcia Triggs, Army News Service

Defense Finance and Accounting Service is putting pay information at the fingertips of the military community.

Beginning in January, the 2002 W2 tax forms will be available online through DFAS' myPay system.

A personal identification number is needed to access personal accounts. Service members, retirees, and civilian employees who do not remember receiving their PIN or do not remember the number can go to www.dfas.mil and click on myPay, which is under the "Money Matters" heading.

Due to security reasons, PINs are mailed to the recipients, and it could take from three to seven days to get the number after the request has been made, said Catherine Ferguson, a DFAS spokeswoman.

"We decided to put the W2 form online because we get a lot of phone calls from soldiers who are deployed, have lost their originals or for some reason need another copy," Ferguson said.

Troops can concentrate on their mission when they are not worried about pay and benefits, said Dennis Eicher, Electronic Commerce, Military and Civilian Pay Services director. That is why DFAS is providing innovative and reliable tools, he said. Troops can take charge of their pay accounts online, Eicher added.

Some of the other finance actions that can be performed online to date are: purchasing savings bonds, managing allotments, viewing and printing travel vouchers.

Reviewing leave and earning statements online as far back as three months and stopping the delivery of the hard copy is also an option, which can save the Armed Forces money, Eicher said.

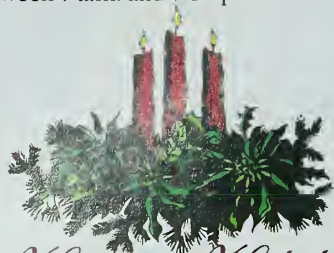
If just civilians received their LES statements electronically the Department of Defense would save more than \$6 million annually, Ferguson said. It cost 34 cents every time a hard copy LES is distributed, she added.

Additional costs can also be avoided by eliminating customer service activities, Ferguson said.

"One of our goals is to allow customers to do online anything that they previously had to stand in line or wait on the phone to accomplish," Ferguson said.

MyPay was formerly known as Employee Member Self Service system. The system changed, but people don't have to change their PINs, Ferguson said.

Customers with questions about myPay can call customer support at 1-800-3900-2348, Monday through Friday between 7 a.m. and 7:30 p.m. EST.



Happy Holidays New Online Pay Site Features Improved Customer Service

Special to the American Forces Press Service

A new online pay account management system debuted Oct. 15 and promises improved service and information security to military members, DOD civilians, military retirees and annuitants.

The Defense Finance and Accounting Service system, called myPay, replaces the previous Employee/Member Self-Service online system. The site requires users' Web browsers be equipped with 128-bit encryption to conduct secure transactions.

A revamped page design helps myPay users find information and complete transactions more quickly, officials noted. They receive clear confirmation messages.

Self-service online pay management systems like myPay let service members focus on their mission by eliminating worries and hassles associated with pay and benefits, said DFAS Director Tom Bloom.

Through myPay, he said, authorized customers can use existing Employee/Member Self-Service personal identification numbers to:

- View, print, and save leave and earnings statements.
- View and print tax statements (military members will have this service available in January 2003).
- Change federal and state tax withholdings.
- Update bank account and electronic funds transfer information.
- Manage allotments (service varies according to military branch).
- Edit address information (service varies according to military branch).

- Purchase U.S. Savings Bonds (service varies according to military branch).

- Control Thrift Savings Plan enrollment (military only).

- View and print travel vouchers (service varies according to service branch and travel status).

Using myPay saves the military and taxpayers millions of dollars in printing, postage and customer service costs, DFAS officials noted.

Customers who use myPay can do anything online that they previously had to stand in line to do, Bloom pointed out.

Customers needing new personal identification numbers can access the myPay Web site at <https://emss.dfas.mil/mypay.asp>. Civilian employees, active Air Force and Marine Corps, all reservists, and military retirees and annuitants receive PINs by mail. For a new PIN, click "need new PIN." Log on to myPay once the PIN arrives in the mail.

Active Army and Navy service members may request PINs by faxing name, social security number, phone number, signature, and copy of a government ID to DFAS at 1-216-522-5800. After two business days, log on to myPay using the last five SSN digits as the PIN and follow the instructions provided to customize the PIN.

Customers with questions about myPay can call customer support toll-free at 1-800-390-2348, Monday through Friday between 7 a.m. and 7:30 p.m. Eastern time.

Web System Tracks OERs

Army News Service

Personnel staff officers, rating officials, and individual officers have a new capability to check to see if efficiency reports have arrived at the U.S. Army Personnel Command.

The Interactive Web Response System is a Web-based solution that provides a list of all evaluation reports completed since Oct. 1, 1997, for a rated officer and identifies the date each was received at PERSCOM.

IWRS also allows users to view specific administrative information from each report. Unit S-1s can now verify that



reports have reached PERSCOM or the last date of a report before initiating a new rating period. All the staff officer has to do is enter an officer's social security number to acquire the report.

IWRS complements the currently used interactive voice response system at (703) 325-2637, or DSN, 221-2637.

CPT Joel Prather, 1-4 Aviation Regiment, 4th Infantry Division at Fort Hood, Texas, has used the new system and said he liked it.

"Pretty neat," Prather said. "It's a lot better than going through all the prompts and having to listen carefully to the telephone voice."

IWRS is available through an American flag icon on the front page of the PERSCOM homepage in the bottom left hand corner. Users can access it with an AKO password. Eventually, IWRS will have a link on AKO.

Individual officers can still access and print their entire file or completed reports through OMPF online.

The point of contact in PERSCOM's Evaluation Systems Office is Ms. Joan Freeman, 703-325-4141, or DSN 221-4141.

(Editor's note: Article provided by the PERSCOM Public Affairs Office.)

U.S. Army Expands Racing Program to Include NASCAR

By Mark Bennett, U.S. Army Accessions Command

Fans of NASCAR, fasten your safety belts! The U.S. Army announced today that Army racing is expanding to include a NASCAR team partnership. Starting Feb. 16, 2003, at the Daytona 500, a black-and-gold Army car will roar at full speed around NASCAR tracks as the Army teams up with MB2 Motorsports on the Winston Cup racing circuit. Piloting the Army's Pontiac will be Winston Cup veteran driver Jerry Nadeau.

"Just like a well-trained pit crew, each soldier in the Army's team is important and brings individual talents and contributions to achieve team goals and objectives," said LTG Dennis D. Cavin, commanding general, of the U.S. Army Accessions Command at Fort Monroe, Va. "We welcome MB2 Motorsports and Jerry Nadeau to the Army team. NASCAR fans share our interest and supports what the Army proudly stands for in

America. We expect to see some very exciting races starting in February pursuing the Winston Cup championship side-by-side with MB2 Motorsports.”

U.S. Army racing, which already includes the successful partnership with Schumacher Racing and the National Hot Rod Association (NHRA), helps raise awareness among America's youth of what the Army has to offer: personal growth and opportunities, a strong team, and proud patriotic service to America. The MB2 Motorsports sponsorship will expand further the Army's outreach to the sport's 75 million fans — including young adults ages 18 to 24. The Winston Cup is among the highest rated regular season sport on TV, according to NASCAR statistics.

The Army will be the primary sponsor on the MB2 car at 27 Winston Cup circuit races with nine races as the associate sponsor. MB2 Motorsports is headquartered in Mooresville, N.C., and headed up by General Manager Jay R. Frye, a 10-year veteran of the NASCAR Winston Cup circuit. “MB2 Motorsports is proud to represent the Army and carry the black-and-gold colors. We have the experience and they have the discipline to make this a winning partnership,” said Jay Frye.

Veteran driver Jerry Nadeau will be joining the Army/MB2 team at its 2003 Winston Cup debut at the Daytona 500. Nadeau, who came up through Kart racing and NASCAR's Busch series, posted 10 top-10 finishes in 2001 and won the 2000 NAPA 500 at Atlanta Motor Speedway.

“I'm honored to have the U.S. Army as my new ride for 2003. My father served in the Army, so I know the values and innovation they'll infuse into this partnership. I look forward to helping the Army achieve its mission,” said Nadeau.

“Army racing partnerships are two dynamite examples of how the Army successfully reaches aspiring recruits,” says Cavin. “The Army's continued involvement in high profile sporting venues and events go a long way in helping us deliver a powerful, compelling message about Army opportunities to talented young Americans.”

For more information about America's Army, visit www.goarmy.com.

DoD Solves Common Access Card Fielding Issues

By Dan Hassett, Army News Service

The military's Common Access Card program continues to improve with the solving of a number of technical problems.

The CAC, a credit-card-size identification card, was originally slated to be issued to all service members, DOD civilians, and contractor personnel by Oct. 1, according to officials at U.S. Army Personnel Command in Alexandria, Va. That deadline was extended to Oct. 1, 2003, because of technical difficulties encountered during the fielding process.

Despite the problems, said COL John Karch, chief of the Personnel Service Support Division of the Army's Adjutant General Directorate, the program will be a success.

The data contained in the card allows it to be used in many ways, Karch said, citing current uses as meal cards and for building access and flight manifests, and soon for secure computer access.

Other future CAC uses might include more extensive use for medical information access in case of injury or illness, Karch said. Medics could track a wounded soldier all the way through the medical system — tracking medical care, medications given and other important information.

It could also replace the multiple cards now used for weapons, protective masks and other personal equipment, Karch said.

Eventually, about 4 million CACs will be issued throughout DOD, including about 1.4 million in the Army.

The CAC has a magnetic strip, two bar codes, an integrated circuit chip, and a user photo. The magnetic strip will be used for access to controlled areas, and the bar codes and computer chip will be used to store identification, demographic and benefits information.

Editor's Note: Due to their distance from locations where personnel support is provided, recruiters may request issuance of the CAC at the nearest available DEERS/RAPIDS site, regardless of service or component. USAREC soldiers can locate the

nearest DEERS/RAPIDS site by using the Defense Management Data Center's Web site located at www.dmdc.osd.mil/rsl.

Individual recruiters should coordinate telephonically with the DEERS/RAPIDS site prior to arrival and identify themselves as an Army recruiter in need of a CAC.

USAMU Recruiting Rifle Sharpshooters

U.S. Army Marksmanship Unit Public Affairs Office

The U.S. Army Marksmanship Unit is looking for a few good rifle shooters. The highly competitive unit is putting out its annual call for soldiers who are interested in competing in rifle competitions in the summer of 2003.

Proof of sharpshooter or expert M-16 rifle qualification is required and soldiers must be sergeant first class or below with fewer than 15 years of service and at least two years retention.

“Soldiers who wish to represent the U.S. Army in rifle competition, marksmanship instruction and recruiting assistance are welcome to apply,” said SSG Kyle A. Ward, NCOIC of the USAMU Service Rifle Team.

Every year the USAMU Service Rifle Team holds a tryout. This year the tryout will be conducted March 24-30. During the tryout week, soldiers are trained and evaluated in advanced marksmanship skills. Once that is completed, rifle team officials select shooters who will remain from March 31 to Aug. 22 to compete at the Interservice and National Championships. At the end of the four-month tour, soldiers will return to their units with invaluable marksmanship training.

Interested soldiers can contact Ward for an application at (706) 545-3250/5614 or e-mail kyle.ward@usarec.army.mil. All applications must be in by March 3. For more information, visit the unit's Web site at www.usamu.com, click on “The Shooting Teams,” select “Service Rifle” and click on “Joining the Team.”

Happy New Year

Gold Badges

RSM OCTOBER 2002

ALBANY

SSG Zsolt Molnar
SSG Michael Stacey
SSG Daniel Sabotka
SSG Nicholas Clark
SGT Oscar Maughn
SGT Alfred Galindo

ATLANTA

SFC Ronald Davis
SFC Edward Hayes
SSG Steven Bragg
SSG Lalinda Gibson
SSG Enrique Rivera
SSG Willie Holmes
SGT David Smith
SGT Nelson Rodriguez

BALTIMORE

SFC Tommy Reid
SSG Anthony Colarusso
SSG Timothy Robertson
SSG Brent Reyonlds
SSG Sonja Mallory
SSG Eric Long
SSG Larry Mallory
SSG Kenneth McKnight Jr.
SSG Vincent Simonetti
SSG Sultie Kenney
SGT Lee Ingle Jr.
SGT Carovn Ellerbee
SGT James Laney
SGT Dereck Sneed
SSG Timothy Turner
SGT Kevin Mays
SGT Robert Penner

BECKLEY

SFC Avery Jordan
SSG Christian Humphrey
SSG Shannon Lewey
SSG Nathan Cook
SSG Mark Campbell
SSG John Ellison
SSG Troy Carty
SGT Tazwell Phoenix
SSG Michael Pollut
SGT Jackie Hurley
SGT Patrick Fileger

COLUMBIA

SSG Michelle Carter
SSG Robert Broadwater
SSG Troy Joyner
SSG William Geter
SSG Steven Hutson
SSG Alphonso Clark
SSG Rosalind Jenkins
SSG Avery Honeycutt
SSG Harold Williams
SSG David Sloan
SSG Bryan Brown
SSG Charles Nay
SGT Dean Southern

COLUMBUS

SFC Joseph Watern

SSG Cleon Williams
SSG Scott Page
SSG Rick Beer
SSG James Finrock
SSG Glenn Meder
SSG Jimmie Lawson
SSG Charlos Turpin
SSG Michael Berry
SSG Henry Brown Jr.
SSG David Essinger
SSG Matthew Pate
SGT William Robinson III
SGT Christopher Pinkerton
SGT Charles Burson
SGT Brian Wine
SGT Bradley Hughes
SGT Jason Grigsby
SGT Christopher Shields
CPL Keith Harp

DALLAS

SFC Stacy Vasquez
SSG Lacey Sims
SSG Norma Perez
SSG William Brown
SSG Charles Spooneybarger
SSG Danny Mitchell
SSG Brandon Starkel
SSG Aucensio Mata
SSG Steven Stuckey
SSG Brian Heffernan
SSG James Taylor

DES MOINES

SSG David Wells
SSG Barry Strong
SSG William Winkler II
SSG Scott Potter
SSG Timothy Frank Jr.
SSG Matthew Vlahovich
SGT Chad Hinkle
SGT John Fitzsimmons

GREAT LAKES

SFC Dennis Wilson
SSG Carman Thibodeaux
SSG Christopher Oak
SGT Edward Washington
SGT Patricia Obera
SGT Billy Winchester
SGT Cecil Bourff
SGT Christopher Dehart

HOUSTON

SSG Luis Garcia
SGT Curtis Deshazer
SGT Nelson Santiagomercado
SGT Julie Crandall

INDIANAPOLIS

SSG Eric Moree
SSG Lisa Coffing
SSG Harold Warren
SSG Dearl Burchett

JACKSON

SFC George Biemel
SSG Sherman Reynolds
SSG John Carter

SGT Richard Villeneuve
SGT John Sawko
JACKSONVILLE
SSG Harry Morales-Santiago
SSG Roger Dubose
SSG Robert Penn
SSG Mark Warnock
SSG Albert Guiendon
SGT Claudell Anderson

LOS ANGELES

SFC Ricardo Heredia
SSG Ronald Charles
SSG Luis Rivera
SSG Victor Limas
SSG Albert Arellano
SGT Johnny Hernandez

MID-ATLANTIC

SSG Christopher Strange
SSG Brandt Vansoolen
SGT Jeffery Weaver
SGT Louis Russell

MINNEAPOLIS

SFC Gary Lacouture
SSG Stephanie Tschudi
SSG Michael Hess
SSG Jon Chezik
SSG Daniel Parker
SSG Mark Yunker
SSG Joseph Kopf
SSG Barry Simonsen
SSG John Pelka
SSG Jerald Bye
SGT Billy Winchester
CPL Jonathan Haug

MONTGOMERY

SFC Walter Branyan
SFC Merry Mcraemoore
SSG Ronald Lewis
SSG James Hagans
SSG Edward Scott
SSG Antonio Dove
SSG Aaron Blastick
SSG Christopher Payne
SGT Shawana Pierce
SGT Shirlandria Williams
SGT Randy Tice
SGT Vasharn Simmons
SGT Steven Gunton
SGT Michael Richardson

OKLAHOMA CITY

SFC Lyle McCallum
SFC Stephen Procell
SFC Esco Richmond
SSG Buford Emberson
SSG Larry Johnson
SSG Dennis Vanoven
SSG Landrval Reliford
SSG Eric Beat
SSG Randy Hyche
SSG Corey Chambliss
SSG Ulysses Ruiz
SGT Dewayne Lowery
SGT Shannon Land

PHOENIX

SFC David Crawford
SFC Shannon Garcia

SSG Phillip Moore
SSG Louis J. Gonzales
SSG Richard King
PITTSBURGH

SFC Jeffery Brown
SFC Kurtis Stephens
SSG Bruce Boyer
SSG Eric Moyers
SSG Thomas Whalen
SSG John Tully
SSG Charles Hutchinson
SGT Theodore Divito

PORTLAND

SFC John Samillano
SSG Paul Bulathsinghala
SSG Scott Clair
SSG Kalani Kaneko
SSG Loren Holm
SSG Michael Potts
SSG Jon Schofield
SGT Dennis Eby

RALEIGH

SFC Norman Gentle
SFC Danny Griffith
SFC Anthony Wisyanski
SFC Rosa Womack
SFC Ronald Mcgregory
SSG Thomas Adams
SSG Mark Smith
SSG Kevin Osborne
SSG Robert Mcnaughton
SSG James Brown
SSG Michael Romyedy
SSG Aubrey Crenshaw Jr
SSG Anthony Lucas
SSG Keaith Willis
SSG Quincy Frederick
SSG Harold Taylor
SSG Richard Lefear
SSG Craig Nesmith
SSG Mark Clementino
SSG Anton Pillow
SSG William Miller
SSG Jamal Walters
SSG Scott Brumbaugh
SSG Christopher Johnson
SGT Robert Wittman
SGT Michael White
SGT Andre Miller
SGT William Sharpe
SGT Jonathan Roewe
SGT Franklin Dempsey
SGT Montgomery Loving

SAN ANTONIO

SFC Hal Robertson
SSG Candi Skog
SSG Stephen Harris
SSG Joseph Steen III
SGT Joe Salazar
SGT Julie Crandall
SGT Luis Capeles-Rosario
SGT Charles Matos

SEATTLE

SSG Rodney Moore
SSG Nathaniel Reed
SSG Tulsa Scales



SGT Leonard Simmons
SGT Matthew Wagner
SGT Jamie Snook

SOUTHERN CALIFORNIA

SFC Shane Woods
SGT Jerome Washington
ST. LOUIS

SFC Darryl Miller
SSG Jacob Schoonover
SSG Bradley Scott
SSG Julius Lindsey
SSG David Henss
SSG Geoffrey Deremiah
SSG Marlon Hudson
SSG Rickey Hunter
SSG Donald Jones
SSG Mixon Weaver
SSG Ted Schwitzgebel
SGT Reggie Gentry
SGT James Harris

SYRACUSE

SFC Richard Mott
SFC Richard Marsland
SSG Marc Senzamici
SSG Timothy Wright
SSG Richard Johnson Jr
SSG Richard Lewis
SSG Cary Wallum
SSG Timothy Gabbard
SGT Jeffrey Klimek
SGT Mellissa Letterer
SGT Scott Hollenbeck

TAMPA

SFC Necati Akpınar
SSG Christian Polster
SSG Stanley Holcombe
SSG Jose Vasquez
SSG Jamie West
SSG Nadine Grella
SSG Richard Burton
SSG Isaias Sierra
SSG Allen Joseph
SSG Stephen Fletcher
SSG James Wilbanks
SSG Teletha Cooke
SSG Kenneth Mitchell
SSG Ruben Ramirez-Seda
SSG Ronald OBryon
SSG Delroy Thomas
SSG Edwin Rodriguez
SGT Gilberto Camacho
SGT John Wilkes
SGT Orlando Garaycruz
SGT Anthony Keys
SGT Matthew Lewis
SGT William Mergl
SGT Lubra Chambers
3D AMEDD
SSG Christopher Vanover

Morrell Awards



RSM OCTOBER 2002

ATLANTA

SFC Steve Pamplin

BECKLEY

SFC Larry Hoskins

COLUMBIA

SFC Edward Nesbitt

COLUMBUS

SFC Christopher Caddell

SFC Eric Chlam

SFC Donald Hammons

SFC Frank Mcjessy

SFC Tony Parmer

SFC Gary West

SSG Douglas Hagadorn

SSG Robert Riley

SSG Eric Whifers

DALLAS

ISG Mark Boles

ISG Odie Freeman

MSG John Thomas

SFC Charles Curless

SFC Tony Frazier

SFC Daniel Jones

SFC Robert Rinell

SFC Sedric Wade

SSG Calvin Lamont

SSG Patrick Martin

SSG Bertha Middlebrooks

SSG Gary Pelletier

SSG Shon Skinner

HOUSTON

SFC Carl Maxie

JACKSONVILLE

SFC Stacey Burch

SFC Charles Moore

SFC Rennie Moore

SFC Gary Rayfield

SSG Anthony Fisher

SSG Sambina Love

SSG William Marks

SSG Gary Sebastian

KANSAS CITY

SFC Jacques Dake

SFC Maurice Greene

SSG James Plemmons

MILWAUKEE

ISG Brian Nelson

SFC William Ida

SFC Craig Lynn

SSG Ronald Deutsch

SSG Rex Ramsey

SGT Lora Cole

MONTGOMERY

MSG Craig Heald

SFC Russell Raught

NASHVILLE

CSM Darrell Butler

SFC Gene Rabideau

NEW ENGLAND

SFC Anthony Burghardt

SFC Jonathan Norton

SFC Derek Price

OKLAHOMA CITY

SFC Larry Bishop

SFC Maybelle Cline

SFC Tony Green

PHOENIX

SSG Darrin Brimmer

SSG Ralph Morrow

SSG Michael Waldrop

SSG Marcelino Wan

PITTSBURGH

SFC Michael Christoff

SFC Craig Hughes

SFC Paul Hunt

SFC Gemma Iannessa

RALEIGH

MSG Harrell Futrell

SFC Russell Collie

SFC Michael Cooks

SFC Gregory Foster

SFC Anthony Poole

SACRAMENTO

SFC John Provost

SFC Warner Threats

ST. LOUIS

SFC Cory Bryan

SFC Lorraine Oliver

SEATTLE

SFC Robin Aguilar

SOUTHERN

CALIFORNIA

SFC Herman Awkward

SFC Basilio Dungao

Recruiter Rings



RSM OCTOBER 2002

ATLANTA

SFC Jarvis Brown

SSG Evelyn Dorch

ALBANY

SFC Randy Relyea

BECKLEY

SFC Donald Laurence

SFC David Potter

SSG Maria Nielsen

SSG Darren Iacono

CHICAGO

SSG Rafael Abreu

SSG Kenneth Bournes

COLUMBUS

SFC Ronnie Creech Jr.

SFC Mark Gawne

SFC Dirk Pepperd

SFC Michael Veal

SSG Roy Barns

SSG Kevin Connor

SSG Jimmie Dixon

SSG Kevin Estis

SSG Steven Holeman

SSG Shawn Jackson

SSG Kohlen Keylor

SSG William Lane

SSG Waymond Moore

SSG Scott Nichols

SSG Sabrina Pinkard-Goshay

SSG Theresa Roberts

SSG Cynthia Spratt

DALLAS

SFC Richard Bragg

SFC Kenneth Bingham

SFC Michael Gregory

SFC Kenneth Wright

SSG Robert Pinter

SSG Ronalds Tonelli

DES MOINES

SFC Hammad Alhameed

SSG Shon Wilson

SGT Raymond Sassano

HOUSTON

SFC Calos Chapmanescalera

SFC Rafael Garcia

SSG William Bibbs

SSG Jesse Castellano

INDIANAPOLIS

SFC Derrick Brownie

SFC David Luther

SFC Michael Nickell

JACKSON

SFC Teresa Howard

JACKSONVILLE

SFC Gregory Davis

SFC Jose Delgado

SFC Vernon Lusco

SFC Raul Rios

SSG Joseph Fincham

SSG Brian Little

SSG Kenneth Matthews

SSG Tang Smith

SGT Joseph Mandara

KANSAS CITY

SFC Willie Banks

SFC Richard Giltner

SFC Bryan McCarty

SSG Terry Abbott

SSG Michael Alexander

SSG Michael Brown

SSG Charles Eaton

SSG Walter Hermreck

SSG George Ramsey

SSG George Regan

SSG Chad Treloar

SSG Jay Welliver

SSG Pablo Villafranco

SGT Eric Marshall

MIAMI

SGT Luis Planellmarti

MID-ALTANTIC

SFC Paul Embry

SSG Joseph Scala

SGT Nathan Miller

SGT Terry Pettiford

MILWAUKEE

SSG Daniel Wirsing

NASHVILLE

SFC Kristopher Broadus

SFC Gregory Stafford

NEW ENGLAND

SFC Michael Alves

SFC Joseph Blount

SFC Donald Grushkin

SFC Deborah Owens

SFC Gerry Rutledge

SSG Ryan Goldsmith

SSG Troy Hall

SSG Jarrod Heath

SSG Rene Hutchins

SSG Kevin McConkey

SSG Alejandro Tapiaastacio

SSG Daniel White

SSG Anthony Zarate

NEW ORLEANS

SFC Paul Deihl

SSG Andrew Biddle

PHOENIX

SFC Michael Stone

SSG Ruben Armendariz

SSG Rodney Mills

PITTSBURGH

SFC Daniel Baxa

SFC Douglas Kull

SFC Robert Shaffer

SFC David Vanderslice

SSG Rodney Holbert

SSG Ronald Tulanowski

PORTLAND

SFC Ernest Hill

SSG Daniel Smith

OKLAHOMA

SFC Clarence Collins

SFC Mark Eller

SFC Russell Erneling

SSG Howard Byford

SSG Keith Green

SSG John Gilbertson

SSG Timothy Holt

SSG Mark Kicenski

SSG Alfonzo Mather

SSG Dennis Poulsen

SSG Sabrina Sparks

RALEIGH

SFC Leonard Price

SSG Thomas Fortner

SSG Charles Hayter

SSG Dwight Rodriguez

SSG Larry Walker

SGT Michael Card

ST. LOUIS

SFC Carter Jennings

SSG Michael Towell

SALT LAKE CITY

SFC Jason Cole

SFC Kenneth Teasdale

SFC Frank Alonso

SFC Alton Arnold

SSG Michael Young

SEATTLE

SFC Larry Cluster

SFC Christopher Cooper

SFC Tarri Hensley

SSG John Bearden

SSG Marcellus Jeter

SSG Derrick Kelso

SOUTHERN

CALIFORNIA

SFC John Desselle

SSG Henry Herrera

SSG Brian Homme

SYRACUSE

SFC Angela Johnson

SFC Andrew Patterson

SSG Scott Ruff

SSG Chris Warren

TAMPA

SFC Thomas Bradley

SFC Rodney Carroll

SFC Jawn Oilar

SFC Christopher

Richardson

SFC Efreim Santiago

SFC Brenda Thurmond

SSG William Griffith

SSG Mark Poindexter

SSG John Stevens

SSG Tommie Waiters

SSG JW Weathersby

SGT Eddie Molina

HQ USAREC

SFC Patrick McGovern

2ND AMEDD

SFC Rana Hudson

SFC Jerry Johnson

The Test

1. The number of successfully completed classroom semester hours from an accredited college or university to earn an E-3 promotion is:
 - a. 30
 - b. 24
 - c. 48
 - d. 15
2. How many promotion points can a DEP member earn by completing all the DEP Correspondence courses?
 - a. 11
 - b. 21
 - c. 59
 - d. 30
3. How many days prior to ship day should your DEP follow-up change to weekly?
 - a. 14 days
 - b. 30 days
 - c. 45 days
 - d. 60 days
4. How many funded DEP and DTP functions are authorized for a recruiting station each fiscal year?
 - a. 12 (One each month)
 - b. 2 (Two each year)
 - c. 4 (Quarterly)
 - d. 6 (One every two months)
5. Your applicant has successfully completed 24 classroom semester hours from an accredited college or university. Those credits are the only education credentials the applicant has. The applicant's enlistment pay grade will be E-1.
 - a. True
 - b. False
6. Your applicant has a law violation that is not listed in AR 601-210. Further investigation reveals the maximum penalty under local law is 6 months confinement. You should treat the offense as a:
 - a. Minor traffic
 - b. Minor non-traffic
 - c. Misdemeanor
 - d. Felony
7. Your DEP member's ASVAB score will go beyond its two-year validity period prior to the DEP member's ship date. When should you schedule the retest?
 - a. Within 72 hours of the two year validity date
 - b. Within 30 days of the two year validity date
 - c. Prior to the ship date
 - d. No retest required
8. Where can an individual find the official guidelines for the Army Recruiting Information Support System?
 - a. UR 601-32 Publications
 - b. UR 601-32
 - c. DA Pam 601-32
 - d. AR 601-32
9. The current year high school senior milestone to be achieved by 31 December is:
 - a. 50%
 - b. 60%
 - c. 70%
 - d. 75%
10. Guidance counselors are authorized to make telephonic police record checks on any type of offense to include felony.
 - a. True
 - b. False
11. The five major terrain features on a map are:
 - a. Hill, Valley, Ridge, Saddle & Draw
 - b. Hill, Valley, Ridge, Depression & Cliff
 - c. Hill, Valley, Ridge, Saddle & Depression
 - d. Hill, Valley, Ridge, Draw & Spur
12. Which one of the following is not a sign and/or symptom of frostbite?
 - a. Loss of sensation or numb feeling in any part of the body
 - b. Tingling of the hands and/or feet
 - c. Redness of skin in light-skinned soldiers; grayish coloring in dark-skinned soldiers
 - d. Blisters
13. When preparing a range card for an M-60 Machine Gun, the first step is to determine magnetic north.
 - a. True
 - b. False
14. Which of the following is not true? Your M16A2 rifle must have mechanical zero established if the rifle:
 - a. Has not been fired for more than 6 months
 - b. Is being returned from direct support or general support maintenance
 - c. Has not been zeroed for you
 - d. Has been dropped or otherwise damaged
15. Battlesight zero is achieved when five out of six rounds in two consecutive shot groups strike within or break the line of the four centimeter circle.
 - a. True
 - b. False

The answers to this month's test can be found on the inside back cover.

Mission Box

The Achievements of One that Contribute to the Success of the Team



RSM October 2002

Top Regular Army Recruiter

SSG Russel Nowack
Albany

SGT Jonathan Roewe
Raleigh
SSG Stephen Wright
Tampa
SSG Raul Rios
Jacksonville

SSG Erik Kingus
Columbus
SSG Keith Jackson
Great Lakes

SSG Jose Zamora
Houston

SSG Thomas Miller
Portland
SSG Thomas Raper
Salt Lake City

Top Army Reserve Recruiter

SFC Milton Tucker
Mid-Atlantic

SFC Ernesto Escobales
Tampa

SSG Roger Cross
Milwaukee

SSG Dewayne Lowery
Oklahoma City

SFC Randy Adams
Denver
SFC Kelly Sanchez
Portland

Top Limited-Production Station

Plattsburg
Albany
SFC David Cameron

Greensboro
Raleigh
SFC Gregory Foster

Piqua
Columbus
SFC Scott Brandenburg

Norman
Oklahoma City
SFC Hershel Pledger

Butte
Salt Lake City
SSG Eric Jackson

Top On-Production Station

Center City
Mid-Atlantic
SFC Cedric Williams

St. Thomas
Miami
SFC Curtis Manderson

Marion
Columbus
SSG Lawrence Roberts

Granite City
St. Louis
SFC Jennings Carter

Rose City
Portland
SSG Anthony Turner

Top Company

Burlington
Albany

Charlotte
Raleigh

None

Oklahoma City East
Oklahoma City

Phoenix Central
Denver

Top Battalion

Albany

Raleigh

None

Oklahoma City

Southern California

Top Army Medical Department Detachment

Central Region

Georgia/Alabama

Chicago

San Antonio

Northern California

Answers to the Test

1. c. AR 601-210, 2-20f
2. a. UR 601-95, 5-8
3. c. UR 601-95, 2-4c(4)
4. b. UR 601-95, 6-1f(1)
5. b. AR 601-210, 2-20e
6. c. AR 601-210, 4-4c(1)
7. d. AR 601-210, 5-8j
8. a. UR 601-32 Publications

9. b. UR 350-6, Table 3-5
10. a. AR 601-210, 2-10d
11. c. STP 21-1-SMCT
12. b. STP 21-1-SMCT, page 493
13. b. STP 21-1-SMCT, page 134
14. a. STP 21-1-SMCT, page 121
15. a. STP 21-1-SMCT, page 121



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GREETINGS

